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Committee on the Elimination of Discrimination against Women

Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women

Third periodic report of States parties

Czech Republic*

* The present document is being issued without formal editing.
For the initial report submitted by the Government of the Czech Republic, see CEDAW/C/CZE/1 which was considered by the Committee at its eighteenth session. For the second periodic report submitted by the Government of the Czech Republic, see CEDAW/C/CZE/2 which was considered by the Committee at its Exceptional session.

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INTRODUCTION

1. The Convention on the Elimination of all Forms of Discrimination against Women (hereinafter only the "Convention") was approved 18 December 1979 in New York and came into force under Article 27 (1) as of 3 September 1981. It was signed on behalf of the Czechoslovak Socialist Republic 17 July 1980 in Copenhagen and came into force for the Czechoslovak Socialist Republic as of 18 March 1982, in accordance with Article 27 (2).

2. In 1994, the Czech Republic, in accordance with Article 18 (1) of the Convention, submitted to the Committee for the Elimination of all Forms of Discrimination against Women (hereinafter only the Committee) an introductory report on the Convention for the years 1993-1994. The Committee discussed the report on 26 and 27 January 1998.[1]

3. At its meeting of 8 August 2002[2], the Committee considered the second periodic report of the Czech Republic[3] for the period 1 January 1995 to 30 June 1999.

4. The third periodic report covers the period 1 July 1999 to 31 December 2003. It is compiled according to the general guidelines on the form and content of periodic reports[4], which are valid for reports submitted after 31 December 2002. It thus focuses on a description of the important changes that have occurred since the compilation of the second periodic report and responds to problems highlighted by the Committee in the Recommendations.

5. The report describes the legal and other measures that mark the progress made in eliminating discrimination against women, important changes in the status and achievement of equality for women, and the procedures intended to eliminate remaining obstacles to women's involvement in political, social, economic and cultural life.

6. The period monitored by the report means that certain information already referred to in the discussion c the second periodic report in August 2002 is repeated.

7. In its Recommendations the Committee expressed concern at the lack of information on Roma women. The Act on members of national minorities (No. 273/2001 Coll.) does not permit public administrative bodies to maintain records of members of national minorities. Data on the registration of nationality, obtained by census or other separate act, may not be used for another purpose than that for which they were gathered and recorded, and must be destroyed following their statistical processing. Nevertheless, the report does mention certain data on Roma women obtained through various research and studies.

The Czech Republic's participation in international human rights treaties on discrimination against women

8. In December 1999, the Czech Republic signed the Optional Protocol to the Convention on the Elimination of all Forms of Discrimination against Women (hereinafter only the "Optional Protocol").

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1 (CEDAW/C/CZE/1).

2 CEDAW/C/SR.573 and 574.

3 CEDAW/C/CZE/2.

4 Updated directive for the preparation of reports on fulfilment of the Convention on the Elimination of all Forms of Discrimination against Women (HRI/GEN/2/Rev/ADD.2).

The ratification process continued in 2000. The Chamber of Deputies approved ratification of the Optional Protocol on 25 October 2000. The Senate then approved the agreement as an international treaty on human rights and fundamental freedoms pursuant to Article 10 of the Convention on 22 November 2000. The Optional Protocol came into force under its Article 16 (1) as of 22 December 2000. The Optional Protocol came into force for the Czech Republic under paragraph (2) of the same article as of 26 May 2001.

9. The Czech Republic has signed the 12th Protocol on the Convention on the Protection of Human Rights and Fundamental Freedoms (hereinafter only the "Protocol"). The Protocol was signed 4 November 2000 in Rome on the occasion of the European Ministerial Conference on Human Rights, organised for the 50th anniversary of the agreement of the Convention on the Protection of Human Rights and Fundamental Freedoms.

10. In 2002, the Czech Republic signed the Protocol on the Prevention, Elimination and Punishment of Human Trafficking, particularly the trafficking of women and children, which supplemented the Convention on the Elimination of International Organised Crime (hereinafter only the "Protocol on Prevention"). However, due to the fact that the Czech Republic had not at that point ratified the Convention (which it signed 13 December 2000) it cannot ratify the Protocol on Prevention. The Czech Republic is thus preparing a bill for the Convention's ratification together with the ratification of the Protocol on Prevention.

Systemic changes

11. An important measure was the creation in 2000 of the ombudsman,[5] who is responsible for protecting people's rights against the actions of bodies and other institutions where these are in breach of the law or fail to comply with the principles of a democratic, legal state and good administration, as well as against their inaction, and thereby helps protect fundamental rights and freedoms. The ombudsman's activity applies to ministries and other administrative bodies whose competence covers the entire territory of the state, administrative bodies subject to them and certain other bodies[6]. The ombudsman's activity does not apply to Parliament, the President of the Republic and the Government, the National Audit Office, the intelligence services of the Czech Republic, bodies active in criminal proceedings, the Public Prosecutor's Office and the courts, with the exception of the state administration of the courts. The Act provides for recourse to the ombudsman in cases of discriminatory behaviour by bodies and institutions to which the ombudsman's competence applies.

12. As the Czech delegation mentioned during the discussions on the second regular report, in 2001 the government established the "Government Council for Equal Opportunities for Men and Women" (hereinafter the "Council") as an advisory body. The Council drafts proposals designed to promote and achieve equality of opportunity for men and women. In particular, the Council:

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5 Act No. 349/1999 Coll., on the Ombudsman, as amended.

6 The ombudsman's competence also extends to the Czech National Bank where it acts as an administrative body, the Council for Radio and Television Broadcasting, the bodies of territorial, self-administering units in the performance of state administration, and, unless stipulated otherwise, the Police of the Czech Republic, the Army of the Czech Republic, the Castle Guard, the Prison Service of the Czech Republic, facilities used for detention, imprisonment, protection or institutional education, protective treatment, as well as public health insurance companies.

- discusses and recommends to the government fundamental policy approaches to be followed by the government in promoting equal opportunities for men and women,
- coordinates the fundamental approaches of ministry policies with regard to equal opportunities for men and women,
- specifies the range of priorities for ministry projects designed to help bring about equal opportunities for men and women,
- identifies current problems in society relating to equal opportunities for men and women,
- assesses how effectively the principle of equality is implemented for men and women.

13. The Czech Republic created the basic legal framework for improving the Convention's implementation in 1998-2000, and continued to perfect this over the following period. In 2001-2002, certain legal regulations were amended and new legal regulations adopted that relate to the matter of equality between men and women.

14. As part of a decentralization policy, higher territorial self-administering units (regions) were established[7] in 2000. The regions came into being as of 1 January 2000. The Act on Regions (No. 129/2000 Coll.) regulated fundamental questions of status, authority, organization and competence. A consequence of the measure was the dissolution as of 31 December 2002 of the district authorities (local bodies performing state administration; as at 31 December 2002 there were 77 districts in the Czech Republic). On 1 January 2003, a significant part of their competencies was transferred to the municipalities with extended competence, while some activities were transferred to the regional authorities and other administrative authorities.

15. Like the municipalities, the regions perform self-administration and state administration in a devolved capacity. Self-administration generally covers matters involving the territorial unit's development and its operations. State administration in a devolved capacity is subsidized by the state and includes all measures that generally relate to mandatory state budget expenditure[8].

16. A region is administered by the regional council in the scope laid down by the Act. In its capacity as an independent body, the council can issue generally binding decrees. To fulfil its tasks a region may establish legal entities and organizational units (organizations). The regional bodies are the regional assembly, the regional governor and the regional authority. The assembly is an executive authority in the region's capacity as an independent body. In its activity the assembly is answerable to the council. The assembly may only decide in matters of a devolved capacity where stipulated by the Act. The assembly is composed of the governor, the deputy-governor (deputies governor) and other members of the assembly. In a devolved capacity, the assembly issues regional directives (legal regulations), where the Act so permits. The governor establishes special bodies to exercise devolved powers, if this is stipulated by a particular act. The regional authority performs tasks in an independent capacity as required by the council and the assembly and assists in the activities of committees and commissions. The assembly may only delegate tasks to the regional authority in the scope of its competence accorded it by the act. The regional authority exercises devolved powers with

[7] Act No. 347/1997 Coll.

[8] In social security matters, for example, it decides on the provision of contributions and financial benefits.

the exception of matters that are entrusted to the council and the assembly or a separate body. In the scope and means accorded it by the act, the regional authority supervises the activity of municipal bodies in the exercise of devolved powers. The act requires that in the recruitment of personnel or the appointment of managerial officials efforts should always be made to ensure that men and women are equally represented among officials or at any particular management level. For details see paragraph (69). As its initiating and supervisory bodies the council establishes committees and the assembly establishes commissions.

Article 1

17. The prohibition of discrimination in legal relations regulated by the Act on Employment (No. 1/1991 Coll.) has been valid since 1 October 1999. An amendment to the Act on Employment and Powers of Authorities of the Czech Republic in the Employment Sphere (No. 220/2002 Coll.) also established a legal framework to implement so-called positive action[9].

18. The amended text of the Act on Employment and Powers of Authorities of the Czech Republic in the Employment Sphere (No. 220/2002 Coll.), together with the Labour Code (No. 65/1965 Coll.), solve the prohibition of discrimination and the adherence to equality, both in gaining employment and during its course. It includes the possibility of adopting so-called positive action in favour of members of a sex that is underrepresented in decisive company activities, as well as positive action to eliminate discrimination for other reasons[10]. The implementation of positive action cannot be considered discriminatory (a principle that is particularly emphasised).

19. The amendment to the Labour Code[11] (Act No. 46/2004 Coll.) introduced a definition for the term harassment, which means a situation where unwelcome behaviour takes place that is associated with a person's sex, whether in access to employment, performance of a profession or specialist training, or which occurs in the place of work and whose purpose or effect is the violation of a person's dignity or which creates an intimidating, hostile, degrading, humiliating, insulting or alarming environment. Sexual harassment means a situation where any form of verbal, non-verbal or physical behaviour of a sexual nature takes place, whether in access to employment, performance of a profession or specialist training, or which occurs in the place of work and whose purpose or effect is the violation of a person's dignity or which creates an intimidating, hostile, degrading, humiliating, insulting or intimidating environment. Harassment and sexual harassment are considered to be forms of sexual discrimination.

Institutional implementation of the policy of equal opportunity for men and women

20. The inadequate institutional implementation of the equal opportunities' policy has long been evaluated negatively at all levels, although in particular at regional and municipal levels. As the delegation of the Czech Republic reported during the discussion of the second regular report, the Czech Republic responded to this shortcoming by setting up the Council [12] as a government advisory body whose chief task is to come up with proposals for the creation and implementation of equal

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9 In accordance with Art. 2 of Council Directive No. 76/207/EEC and Art. 2 (4) of Council Directive No. 2000/43/EU.

10 Derives also from Article 4 of Council Directive 76/207/EEC.

11 Came into force 1 March 2004.

12 Govt. resolution no. 1033 of 10 October 2001 on the establishment of the Government Council for equal opportunities for men and women.

opportunities for men and women[13]. The Council prepares proposals on the implementation and achievement of equal opportunities for men and women, discusses and recommends basic policy approaches for the government and coordinates the basic policy approaches for individual ministries with regard to equal opportunities. It also stipulates the range of priorities for ministry projects to assist in implementing equal opportunities, identifies current problems of society in this sphere and assesses how efficiently the principle of equality for men and women is being implemented.

21. The Committee's recommendation that existing mechanisms to support women be strengthened **(point 90)** was partly fulfilled by the launch of a twinning project, which forms part of the EU PHARE program. The project, entitled "The improvement of the public institutional mechanism for the introduction, implementation and monitoring of equal treatment of men and women", is expected to further strengthen and perfect the mechanism for the institutional implementation of the policy of equal opportunities for men and women. From a selection procedure held among the EU member countries Sweden was chosen as a partner in the project. This should result in a proposal for the institutional implementation of the policy of equal opportunity for men and women that would be applicable in the Czech Republic. The twinning project lasted one year and was completed 31 July 2003. Its results are currently being processed[14].

22. Another measure adopted to meet the Committee's recommendation **(point 90)** is the ongoing updating of the program document "Government priorities and procedures for promoting equality between men and women", which is the national action plan for promoting equality between men and women adopted by the government in 1998.

23. Since 1 January 2002, each ministry has employed one person to monitor, assess and promote equality for men and women in the relevant ministry. Each ministry prepares its priorities and procedures for the implementation of equality for men and women, while taking into account the specifics of the particular ministry, and sets targets that have to be met concerning equality of men and women.

24. At the annual assessment of the Priorities program in 2000, the government demanded of all its members that they apply the gender mainstreaming method[15]. Ministries report that they fulfil this task on an ongoing basis, although information from the Ministry of Labour and Social Affairs

[13] In addition to representatives from the ministries, the Council includes representatives of social partners and the civilian and specialist public; regional governors, the Mayor of Prague, representatives of the Association of Towns and Municipalities of the Czech Republic and the Chairwoman of the Permanent Commission of the Chamber of Deputies for the family and equal opportunities enjoy the status of permanent guests.

[14] Under the twinning project, more than 400 participants (officials from regional authorities, social partners, employees from ministries with responsibility for equal opportunities for men and women, journalists, politicians) received training on the subject of equal opportunities for men and women, including gender mainstreaming. The *Manual for the path to equality for men and women* (fundamentals of the gender question for the general public) is currently distributed to employment offices and other organizations; a manual on incorporating the gender question in the projects of European Structural Funds was also published, as was an information brochure for women and men returning to the labour market after parental leave (also distributed to employment offices). Another publication under the twinning project was the *Manual for employers, employees and unions on preparing a plan for equality for men and women* and on the gender question in collective bargaining. The project also produced a recommendation for the strengthening of institutional organisation to improve equality between men and women.

[15] Under Government. resolution no. 565 of 7 June 2000.

suggests that fulfilment is largely only formal. Details are given in the articles dealing with individual rights.

Article 2

Means for the elimination of discrimination against women

25. In areas covered by letters a, d, e, f, g of Article 2 there were no significant changes during the monitored period.

Legislative measures (letter b)

26. Until 31 May 2002, Article 10 of the Czech Constitution only recognised one category of international agreement – treaties concerning human rights and fundamental freedoms, which at a constitutional level were accorded precedence over the law. All other agreements were domestically applicable only where expressly stipulated by law. The situation resulted in a certain non-transparency, subsequent inconsistencies and lack of uniformity in the application of the relevant agreements by courts and other bodies, and therefore in their practical application.

27. The amendment to Article 10 of the Constitution, effective from 1 June 2002 (constitutional law no. 395/2001 Coll.), represented a change, stating that: "*published international treaties, to whose ratification Parliament has given its consent and which are binding on the Czech Republic, form part of the legal code; if the terms of an international agreement are different to those of a specific act, the international treaty shall be applied*".

28. The amendment to the Constitution gives international agreements precedence over domestic acts. Where an act is found to be in violation with an international agreement which forms part of the legal code of the Czech Republic, all those who apply the law shall give precedence to the international agreement. If the variance is such that it prohibits the effective enforcement of rights stipulated by international agreements, recourse can be had to the Constitutional Court in order to cancel acts, other legal regulations or their individual parts.

29. The amendment to Article 10 of the Constitution also conferred new powers on the Constitutional Court, which is now fit to decide on a proposed assessment of conformity between an international agreement and constitutional order before its ratification. The President of the Republic and a certain number of MPs or senators are entitled to submit a proposal for the review of conformity between international agreements and constitutional order before they are ratified. If the Constitutional Court finds any inconformity between the constitutional order and an agreement, either the agreement will not be ratified or the legal order will be amended in order to create the space for its ratification.

30. In February 2004, the government will submit a bill for an act on protection against discrimination. The Act will regulate the right to equal treatment and protection against discrimination on grounds of race or ethnic origin, sex, sexual orientation, age and other grounds. It also provides for the institutional safeguarding of equal treatment and protection against discrimination. It defines direct and indirect discrimination and states that harassment and victimization are also considered to be forms of discrimination. The Act will lay down the rules for equal treatment, including exceptions where unequal treatment is not considered discriminatory, and rules for positive action. It shall also

regulate the right to equal treatment and protection against discrimination in employment matters, including remuneration, rights to employment and access to employment.

31. Greater detail on the acts adopted to eliminate discrimination against women is contained in the articles covering the specific areas of possible discrimination.

The legal protection of women's rights against any discriminatory act on an equal basis with men by means of the relevant national courts and other public institutions (letter c)

32. A natural person may also submit a proposal for the cancellation of legal regulations that are discriminatory in character. He or she shall submit a constitutional complaint for the cancellation of the public authority's decision that violated its fundamental right or freedom guaranteed by constitutional order. The Act on the Constitutional Court (No. 182/1993 Coll.) states that if such person's constitutional complaint is granted, the Constitutional Court shall cancel the disputed decision by the public authority, or forbid the relevant body from continuing to violate the right and freedom concerned and instruct it, if possible, to return to the situation that pertained before the violation. At the same time, the Constitutional Court shall continue with proceedings on the cancellation of the relevant act or other legal regulation which formed the grounds for the public authority's disputed decision or the authority's violation of the right or freedom.

33. Greater detail on the legal protection of specific women's rights is contained in the articles covering these rights.

Domestic violence

a) Prevention

34. In order to fulfil the tasks outlined by the Priorities, the Ministry of the Interior set up an inter-departmental working group in 2001 which prepared and subsequently implemented in 2003 a "Model inter-disciplinary project to create a legal framework and methodological procedures for the introduction of inter-disciplinary teams combining health, social and police assistance in detecting and prosecuting cases of domestic violence". The working group contains representatives from the Ministry of the Interior, the Ministry of Labour and Social Affairs, the Ministry of Justice, the Ministry of Health and the Ministry of Education, Youth and Physical Education, as well as the non-governmental organizations ROSA, proFem and the White Circle of Safety. The project included round-table expert discussions which proposed measures that could be used as the starting point for other steps and strategies designed to curb domestic violence. A report on the implementation and conclusions of projects will be handed to the government in the first half of 2004.

35. In 2003, the government ran an information campaign on the unacceptability of domestic violence and all other forms of violence inflicted on women[16]. The campaign's strategy was devised by an ad hoc group under the leadership of a government counsellor for human rights. The group was composed of representatives from the Ministry of Labour and Social Affairs, the Ministry of the Interior, the Ministry of Education and representatives from nine non-governmental organizations

[16] Organized under Government resolution no 486 of 15 May 2002 on the aggregate report on the fulfilment of the Priorities and government procedures to promote equality for men and women in 2001.

involved in the subject of domestic violence[17]. The campaign was chiefly aimed at young people between 15 and 25 years of age. The aim was to show that the first signs of any violence (not only physical but also psychological) in a relationship must be rejected.

36. A contact person (employee of the Ministry of Health) was appointed to act on behalf of the Czech Republic at the World Health Organization (WHO), specifically to work on the Committee for the implementation of a community action program of preventive measures in the fight against violence inflicted on women and children in the sphere of the judiciary and the interior. The Ministry of Health is involved in the fulfilment of the National Strategy for the fight against human trafficking for purposes of sexual exploitation in the Czech Republic. It is preparing the relevant diagnostic standards for doctors and the treatment and rehabilitation of victims in conjunction with other ministries and organizations.

37. Education aimed at domestic violence is chiefly covered in the specialist training for new police recruits. A bulletin entitled "*Behind Closed Doors*", which deals with the matter of domestic violence, was distributed to all police departments. In conjunction with Rosa and ProFem non-government organizations, training was conducted for social workers employed in the Counselling Centre for Refugees (a budget organization of the Ministry of the Interior) on specific aspects of domestic violence. Violence against women constituted the theme of specialized seminars for police officers organised in conjunction with foreign partners[18]. The Ministry of the Interior's website includes information on the subject of domestic violence. Together with the White Circle of Safety (Bílý kruh bezpečí) a pilot project was developed for educating the police in how to handle the victims of crimes. A course was also held for selected police officers from one of the regional administrations of the Police (the course is expected to be broadened to take in the whole police force).

38. In conjunction with other ministries and organizations, the Ministry of Health is preparing relevant diagnostic standards for doctors, and the treatment and rehabilitation of victims. It has organised a specialist seminar on the subject of *Raising health workers' awareness of violence inflicted on women*. Specialist staff from the Ministry of Health publish articles on violence inflicted on women in the Nursing (Sestra) magazine, in Health newspaper, (Zdravotnické noviny) other specialist publications and on the Ministry's website[19].

39. The Institute for Criminology and Social Prevention has conducted preliminary research into domestic violence, the results of which were published in 2001[20]. Domestic violence and the research

[17] The Prague Open Society Fund, Gender Studies, Czech Women's Association, Rosa, Profem, Advice Bureau for Women in Need, White Circle of Safety and "Nesehnutí" Brno.

[18] In July 2000, in conjunction with the Netherlands a five-day international seminar was held on Trafficking in Women and Children. In December 2001, a five-day seminar on Human Trafficking was held in cooperation with the FBI. In October 2002 a seminar on Trafficking in Women for their Sexual Abuse was held in conjunction with the US Ministry of Justice.

[19] Sestra (Nursing) is a monthly periodical containing specialist articles from all nursing disciplines. Zdravotnické noviny (Health News) is a weekly publication containing topical information on health policies and finance, and information from professional and expert organizations.

[20] Martinková, M.: Physical domestic violence i Prague in 1999 – criminological aspects. In: Martinková, M. Macháčková, R.: Selected criminological and legal aspects of domestic violence (Two contributions to the subjest of domestic violence in the Czech Republic, empirical information and analysis of the legal question), Institute for Criminology and Social Prevention, Prague, 2001, (1-116) 194.

results also formed the subject of a specialist seminar organised in 2002 for judges, public prosecutors and other members of the expert public *Domestic violence – the problem and reflections thereon*. The preliminary research focused *inter alia* on physical domestic violence between adult persons.

40. The above research also monitored the incidence of physical domestic violence (sexual violence was not included) against members of both sexes, i.e. also against women and girls.

41. The preliminary research that focused on physical violence between adults also identified the incidence of physical domestic violence encountered by the administrative authorities when handling misdemeanours[21] during the course of one year (1999) in Prague. Of the total of misdemeanours identified by the Institute for Criminology and Social Prevention (a minimum of 1022 cases) concerning physical violence between adults in the family during 1999 in Prague, 22.6 % of misdemeanours (i.e. 231 offences – see data below) were dealt with materially, more than half of the offences (57.5 %) were postponed and 16.9 % of proceedings concerning misdemeanours were suspended. The 1022 misdemeanours recorded by the Institute for Criminology and Social Prevention that concerned physical domestic violence in Prague in 1999 made up 6.4 % of all registered misdemeanours in that year, as defined by the Act on Misdemeanours.

42. In completed and non-suspended cases of misdemeanours concerning physical violence between partners in a family (177 cases), it was found that 80.8 % (i.e. 143 cases) concerned violence on the part of the man towards the woman. Other cases concerned either violence by the woman against the man (10.2 %, 18 cases) or mutual violence by both sexes (7.9 %, 14 cases). In cases of violence in the so-called "wider and narrower" family (relatives other than the husband, partner, ex-husband, 54 cases), women were victims of physical violence within the family in 53.7 % (29) of cases and the aggressors were both male and female.

43. The preliminary research into the incidence of physical domestic violence conducted in Prague over the course of one year (1999) substantially confirmed the trends identified in a wide variety of research into domestic violence, i.e. that the victims of physical violence by partners in the family are overwhelmingly women. Otherwise, the results from the Institute for Criminology and Social Prevention make it clear that women in Prague were also the victims of physical violence in other family relationships than those with their partner, even though this was less preponderant.

b) Current legislation

44. Although partial successes have been recorded in the prevention and elimination of violence against women, the overall situation has not changed substantially. There is significant tolerance of this type of violence in private relationships (cases of so-called domestic violence) and in spheres that are not strictly defined from a legal perspective, such as prostitution and the sex industry (cases of human trafficking). Under section 163a of the Criminal Procedure Act (No. 141/1961 Coll.), criminal prosecutions for the most frequent acts of domestic violence[22] require the consent of the injured party.

[21] Under the Act on Misdemeanours (No. 200/1990 Coll.), a misdemanour is culpable behaviour that disturbs or threatens the interest of society and which is expressly described as a misdemeanour in this or other act, unless it is another administrative offence prosecutable under separate legal regulations or a criminal act.

[22] Chiefly the following criminal acts: violence against a group of citizens and individuals (Section 197a), bodily harm (Sections 221, 223, 224), limitation of personal freedom (Section 231 {1}), blackmail (Section 235 {1}), rape (Section 241 {1}).

The period within which the injured party may give consent to the prosecution is limited to 30 days and the act expressly states that after this period consent may not be given. A fundamental problem remains the inadequate protection of the victims of domestic violence. Unless the aggressor-partner is taken into custody or is imprisoned nothing can be done to compel him to leave the joint home (apartment, house).

45. The Criminal Procedure Act (No. 140/1961 Coll.) does not recognise the term "domestic violence". It does, however, recognise the merits of the case, which may also constitute behaviour that is in common speech referred to as domestic violence. These concern particularly the following criminal acts:

1. Violence against a group of the population and against an individual (Section 197a),
2. Neglect of mandatory maintenance (Section 213),
3. Maltreatment of a ward (Section 215),
4. Threatening the moral upbringing of a young person (Section 217),
5. Murder (Section 219),
6. Bodily harm (Sections 221 and 222),
7. Limiting personal freedom (Section 231),
8. Blackmail (Section 235),
9. Oppression (Section 237),
10. Infringement of freedom in the home (Section 238),
11. Rape (Section 241),
12. Unjustified infringement of right to a home, flat or commercial premises (Section 249a)

Table 1: Number of criminal prosecutions suspended on grounds of consent not being granted.

Year 1999

	197a	221	231	235	238	241	249a
Cases brought	2679	6600	750	2556	9785	567	927
Postponed	1293	1828	281	398	1814	76	142
Prosecuted	1385	4770	469	2158	7968	491	785
of which women	41	263	34	96	510	0	258
Charged	1011	3889	337	1688	6827	333	551
of which women	25	205	29	53	408	0	183
Suspended	348	814	115	418	853	147	226
Convicted	236	2111	108	966	4479	165	229
of which women	5	92	6	28	267	0	90

Table 2: Number of criminal prosecutions suspended on grounds of consent not being granted.

Year 2000

	197a	221	231	235	238	241	249a
Cases brought	2777	6525	683	2386	9180	473	920
Postponed	1406	1758	272	394	1914	67	102
Prosecuted	1371	4766	411	1991	7265	406	818
of which women	59	265	29	96	493	0	270
Charged	998	3906	287	1590	6167	257	548
Of which women	38	202	24	75	394	0	180
Suspended	348	777	115	360	891	142	253
Convicted	214	2324	109	801	4120	139	241
of which women	11	104	7	27	256	0	92

Table 3: Number of criminal prosecutions suspended on grounds of consent not being granted.

Year 2001

	197a	221	231	235	238	241	249a
Cases brought	3120	6590	732	2209	8573	469	807
Postponed	1568	1866	326	452	1716	47	84
Prosecuted	1552	4724	405	1757	6855	422	723
of which women	65	251	31	90	449	3	251
Charged	1137	3867	272	1388	5856	290	455
of which women	36	195	19	70	356	3	158
Suspended	380	766	122	331	817	123	237
Convicted	259	2344	99	786	3790	140	252
of which women	8	109	5	37	268	0	91

Table 4: Number of criminal prosecutions suspended on grounds of consent not being granted.

Year 2002

	197a	221	231	235	238	241	249a
Cases brought	2880	6509	629	2312	8519	511	955
Postponed	1099	1536	239	437	1397	80	144
Prosecuted	1450	4805	361	1827	6168	429	708
Of which women	49	258	16	100	442	2	241
Charged	1165	4264	294	1618	5539	339	570
Of which women	38	225	10	81	370	2	182
Suspended	269	491	62	182	518	86	130
Convicted	343	2527	94	839	3865	147	270
of which women	17	119	9	47	267	0	93

Table 5: Number of criminal prosecutions suspended on grounds of consent not being granted.

Year 2003

	197a	221	231	235	238	241	249a
Cases brought	2768	6134	623	2142	8725	486	940
Postponed	912	1268	172	295	1326	68	171
Prosecuted	1498	4697	413	1809	6473	416	662
of which women	78	286	30	91	411	1	209
Charged	1202	4152	341	1619	5916	342	548
of which women	59	244	29	82	365	1	170
Suspended	282	511	64	161	475	66	105
Convicted	379	173	108	764	3825	158	320
of which women	20	141	4	40	275	0	110

46. Statistics from the public prosecutor's office and the courts contain information that pertains only to these crimes; it is nevertheless unclear whether the sentence is imposed for the crime that corresponds to domestic violence. At present, only data on the culprit is monitored for the purpose of statistics, and not the victim or the circumstance where the culprit attacked a "domestic" person. The introduction of new merits of the case, which will prosecute actions defined as domestic violence, will also make available statistics describing the crime. Crimes associated with domestic violence will be monitored statistically from 1 January 2004. Information on victims is available for selected crimes.

Table 6: Criminal acts under Sections 242, 243 and 204 of the Code of Criminal Procedure – according to the sex of the culprit and the sex and age of the victim

Section	Persons prosecuted			Victims					
	Total	of which		Children under 15		Children from 15-18		Adults	
		men	women	men	women	men	women	men	women
S. 243 Sexual abuse of a person under 18	71	69	2	16	61	4	15	0	1
S. 242 Sexual abuse of a person under 15	583	543	40	104	577	5	18	1	3
S. 204 Procurement	101	67	34	0	5	1	8	0	8
Total	758	681	77	123	645	10	41	1	12

47. The following text contains information on measures designed to counter violence against women in the family and in society, as required by the Committee in the Concluding Recommendations **(point 94)**.

48. In 2004, Parliament approved a senate bill that would amend the Code of criminal procedure (Act No. 140/1961 Coll.)[23] and make the maltreatment of a person living in shared accommodation the merit of a case (section 215a) punishable by a prison sentence of from one to three years. The merit of the case should express the specific hallmarks of the crime – a certain mutual dependency between the culprit and the victim, i.e. that the act involves people who are not only close but also live in shared accommodation, as a result of which they find it difficult to leave the shared accommodation. A sentence of up to eight years can be imposed in cases of repeated or particularly brutal behaviour or cases of violence inflicted on more than one person.

49. The Czech Republic is also preparing a new code of criminal procedure which should come into effect 1 January 2005 and which will deal directly with the subject of domestic violence.

Rape and incest

50. In accordance with the Committee's request (point 96) there follows a list of definitions and sentences for case merits for rape and incest pursuant to the Code of criminal procedure (No. 140/1961 Coll.).

Rape (section 241): "Whoever by violence or threat of direct violence forces another person to have sexual intercourse or other analogous sexual relation, or whoever abuses another person's defencelessness in order to commit such an act will be punished by a term of imprisonment of two to eight years." The prison terms rise in relation to the circumstances of the crime[24] up to a sentence of 10 to 15 years. Whereas the original wording of section 246 (as at 1 June 2001) referred only to sexual intercourse, the new wording also covers other forms of sexual relation.

[23] The President of the Republic signed the Act 13 February 2004.

[24] If performed on a person under 18, if grievous harm to health or death is caused, or if such act is performed on a person under 15.

Incest (section 245): "Whoever commits incest with a direct family member or with a sibling will be punished by a term of imprisonment of up to two years." This case merit applies to voluntary sexual relations between adults who are related to each other according to the definition of the case merit of the crime.

51. The new code of criminal procedure will contain a new definition of rape: "Whoever compels another person to have sexual relations, either through violence or the threat of violence or the threat of other harm, or whoever abuses a person's defencelessness to commit such an act, will be punished by a prison term of from six months to five years." The new code of criminal procedure will also criminalize coercion to have sexual relations under the threat of other harm, and not only the threat of violence as is the case at present. In the case of sexual intercourse between relatives the definition should be as follows: "Whoever has sexual intercourse with a blood relative will be punished by a prison term of up to three years." The new code of criminal procedure will thus limit the criminality of incest with a direct family member to cases of sexual intercourse between blood relations.

52. The Czech Republic does not anticipate the introduction of a new crime for rape between spouses. Nevertheless, the same effect is achieved through the new wording for the case merit for rape, which includes acts on intimates in circumstances that can be punished with higher prison sentences. Rape victims can therefore be a spouse, as well as a partner or other person in a family or analogous relation.

Article 3

Measures to safeguard the full development and advancement of women

Legislative measures

53. This article can be considered to have been fulfilled by the amendment of a wide variety of acts. In conformity with its international undertakings and preparation for its future membership of the EU, the Czech Republic took several major steps in respect of labour law between 1998 and 200 in order to implement the principle of equal status for men and women.

54. In 1999, the Czech Republic took up the possibility for EU candidate countries to enter the fourth medium-term action program for equality for men and women (1996 – 2000). After assessing the progress made, the EU decided to alter the Program's character and in its place was born the Community Framework Strategy for Gender Equality (2000 – 2005), which also includes the Program for the Community Framework Strategy for Gender Equality (2001 – 2005). The European Commission proposed an ancillary program to help implement the Framework Strategy, which is designed to coordinate all initiatives and programs promoting gender equality under one roof. Due to the fact that the Program only opened for candidate countries in the middle of December 2001, by which time the PHARE 2002 funds had already been allocated and the national budget approved for 2002, the Czech Republic was not able to enter the Program's current phase for financial reasons, regardless of the limited range of activities for which candidate countries can draw EU funds during the first phase of the Program.

55. In December 2002, the Czech Republic entered the EU community program for equality for men and women with effect from 2003. The relatively limited range of activities for the accession

countries meant that in December 2003 only one project was approved for the Czech Republic – the organization of a conference on equality for men and women in Prague in 2004.

56. In 2001, the Czech Republic joined the EQUAL European initiative, which forms part of the EU's employment policy. This is financed from the European Social Fund and attempts to increase and improve employment. Its main goal is to support equal access to employment and to develop and test procedures designed to curb discrimination and inequality in the labour market.

57. The period 2001-2003 saw the amendment of several legal regulations and the adoption of new legal regulations on the matter of equality for men and women. These are chiefly:

- The amendment to the Act on Employment (No. 9/1991 Coll.), which contains a prohibition on sexual discrimination in the enforcement of employment rights;
- The Act on Official Territorial Self-Governing Units (No. 312/2002 Coll.), which provided a legal framework for the implementation of so-called positive action;
- The amendment to the Labour Code (No. 65/1965 Coll.), which prohibits direct and indirect discrimination on a number of grounds, including a person's sex, the prohibition on harassment and sexual harassment defines terms relating to discrimination and provides a closer definition of sexual harassment in the workplace. It also stipulates that in cases where rights and obligations relating to equal treatment for men and women are violated, or discrimination occurs, as part of labour relations, the employee is entitled to demand that the violation cease, that the consequences of the violation be remedied and that he or she receive adequate compensation. The amendment also introduced a provision for parental leave;
- The amendment to the Act on Professional Soldiers (No. 221/1999 Coll.) contains the obligation of service bodies to ensure equal access and equal treatment for all potential recruits and for all soldiers when formulating conditions for the performance of service;
- The Service Act (No. 218/2002 Coll.) contains the principle of equal treatment for all state employees concerning the conditions of the performance of the service, remuneration and other financial payments, education and the opportunity to achieve promotion in the service;
- The amendment to the Act on Wages, remuneration for work stand-by and average earnings (No. 217/2000 Coll.) contains the principle of the same wage for the same work or for work of the same value;
- The amendment to the Code of Civil Procedure (Act No. 99/1963 Coll.) contains the principle of shifting the burden of proof in labour matters concerning sexual discrimination;
- The amendment to the Code of Criminal Procedure (Act No. 265/2001 Coll.) regulates the specific conditions of the injured party's consent or non-consent to criminal prosecution;
- The Act on the Service of Members of the Security Corps (No. 361/2003 Coll.) prohibits discrimination in the service, defines discrimination-related terms and establishes the right to demand judicial protection in the event of discrimination.

58. In its recommendations the Committee **(point 88)** calls on the State Party to ensure that Czech laws contain adequate and accessible mechanisms for their enforcement and remedial instruments in

the event of a breach of women's rights. The plaintiff's status has been strengthened in judicial proceedings concerning direct or indirect sexual discrimination in labour matters by shifting the burden of proof to the defendant, who has to prove that the plaintiff's allegations are false. This transposes the EU Council's directive on the burden of proof in cases of sexual discrimination (97/80/EU). According to the Employment Act (No. 9/1991 Coll.), if discrimination can be proved in an employment offer the employer can be fined up to CZK 250,000, or CZK 1,000,000 in the event of the repeated breach of this obligation.

59. Another means of protection is legal action against an employer to prevent him from taking retaliatory measures. Anyone who believes that he or she is discriminated against may request an investigation by control bodies – employment offices. A member of a trade union organization who is the victim of discrimination may also have recourse to the Trade Union, which is entitled to take part in the resolution of labour disputes.

60. Individuals who have suffered as a result of a breach of the right to equality guaranteed in accordance with the Convention may have recourse in labour disputes to the courts. This chiefly concerns breaches of the Labour Code, under which nobody may abuse the performance of rights and obligations in labour relations to the detriment of another party to the labour relations, or to the denigration of human dignity.

61. Generally, individuals can also have recourse to the courts if they believe that as a result of discrimination they have suffered damage to health or property through the violation of a legally-stipulated obligation. They may also enforce their right to personal protection, particularly of life, health, civil honour, human dignity, as well as privacy, reputation and manifestation of personal identity, and may submit the corresponding petition at the relevant court. The number of submissions to courts that are made pursuant to the Convention is not monitored.

62. The Committee expressed **(point 87)** dissatisfaction at the fact that women only rarely made use of laws defending them against discriminatory conduct, and at the lack of court rulings awarding women compensation for such acts. Courts keep statistical surveys of rulings in cases of discrimination concerning employment relations. Although such cases have been monitored since 1999, up to 2002 not a single case had occurred where the courts adjudicated in labour-law disputes that were brought for reasons of sexual discrimination, disputes on the termination of an employment relationship as a result of sexual discrimination or disputes revolving around discrimination with regard to remuneration. Details on the particular laws can be found in the commentary to Article 11.

Non-legislative measures

63. The Ministry of Defence prepared a standpoint on equal opportunities for men and women in the document "Organizational-methodological instructions for military schools for the school/academic year 2002 – 2003", which covers the incorporation of the question of equal opportunities for men and women into the teaching of general subjects of education. The aim is to provide more precise requirements for improving and supplementing the preparation of professional soldiers. The document is among the fundamental steering and planning documentation and has a binding character. It was issued in 2003 and is expected to be re-issued in the future. Another measure

taken in accordance with the Priorities for 2003 is the Order of the Minister of Defence No. 29/2002 "Enforcement of the principle of equality for men and women working for the Ministry of Defence"[25].

64. At its meeting of 29 April 2003, the Government Council for equal opportunity for men and women asked the government to impose on the Ministry of Finance to prepare a methodological aid (information material) on budgetary procedures with regard to men and women. A working group was set up in the Ministry in October 2003 in order to address this problem[26].

Article 4

65. In paragraph (2) no changes were adopted during the monitored period.

Temporary special measures to accelerate progress towards equality between men and women (paragraph 1)

66. In its recommendations **(point 92)**, the Committee called on the Czech Republic to adopt measures to increase women's representation in elected and appointed bodies and to promote equal gender distribution. With regard to the enforcement of the principle of equality for men and women in the access to decision-making positions in government bodies, ministries and the administrative authorities and institutions under their management, women's representation in the highest functions of executive bodies is low, although their number rises as the positions decrease in importance. For example, between 1998 and 2002, there was not a single female member of government. Two women are currently members of the government. The proportion of women involved in political, public and managerial functions is higher at the municipal level. Women tend rather to be involved at a practical level and not in the sphere of "high" politics. For data on women's representation in Parliament see Article 7 b).

67. The Act on Officials of Territorial Self-Governing Units requires that territorial self-governing units, when selecting applicants or appointing managerial officials, always take into account the equal distribution of men and women among the officials or at a certain level of management. Under the Act, unequal representation constitutes grounds for the adoption of measures that under other circumstances would be considered discriminatory. The Service Act (No. 218/2002 Coll.) contains the principle of equal treatment for all state employees as concerns conditions of performance of service, remuneration and other financial payments, education and the opportunity for promotion in the service.

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[25] Point no. 1.7 of the Priorities Progam states that "in planning, normative and decision-making activities, the relevant managerial employees monitor and assess the measures specified for compliance with equal opportunities for men and women. In drafting legal regulations to ensure the inclusion of provisions eliminating any potential discrimination in the representation of men and women in decision-making company activities. They shall remove any potential or real obstacles to equal work conditions, chiefly in access to education, specialist training, service promotion and equality of remuneration. To do so they may, within their competence, adopt temporary and extraordinary measures to eliminate discrimination against men and women".

[26] Under Government directive no. 896 of 10 September 2003, the Ministry of Finance appointed as members of this group (in addition to employees from specialist departments in the Ministry of Finance) representatives from the Ministry of Labour and Social Affairs, The Czech Statistical Office, the Ministry of Education and representatives of independent, non-profit organizations: the Czech Women's Association, the Union of Catholic Women, Mothers' Centres and the Association of Towns and Communities. Also invited were two external consultants from post-graduate students at the School of Economics and the Faculty of Economic Administration. The methodology should be prepared by 30 June 2004.

68. The Priorities 2002 program made it incumbent on all members of government to ensure that the drafting of legal regulations includes provisions to eliminate any discrimination in the representation of men and women in decision-making company activities. The Minister of Defence thus issued Order No. 29/2002 (internal normative act) *Implementing the principle of equality between men and women working in the Ministry of Defence*. (Other ministries did not introduce any specific measures to fulfil this task, although they stated that they would fulfil the task on an ongoing basis or that their legal regulations were gender neutral).

69. The majority of ministries and other administrative authorities report that managerial functions are filled according to qualification requirements and in particular according to the expertise and skills needed to fill the relevant function.

70. Details on the measures adopted to speed up equality for men and women are contained in the articles covering specific rights, particularly Article 11.

Article 5

Measures designed to alter social and cultural customs (letter a)

71. The Committee called on the Czech Republic to eliminate traditional stereotypes **(point 104)**. In order to ascertain the public's stance on the question of equal opportunities the Ministry of Labour and Social Affairs ordered research to be carried out on public opinion concerning *Certain aspects of socio-political mechanisms affecting gender relations*. The research concerned some impacts on gender relations. The area of the population researched were citizens of the Czech Republic over 15 years of age. The research showed that Czech society overwhelmingly acknowledges the principle of equality for men and women as correct, although traditional stereotypical opinions persist in its application in practice. Society does not seem very willing to change established gender roles and is highly opposed to possible affirmative action to support a discriminated sex, particularly in employment or politics (e.g. positive action, quotas). In the family the status of the partners is characterised by the traditional stereotype, where the majority of the care for the home and the family (e.g. house work, caring for children and aged relatives) rests on the woman's shoulders, while the man's role is to guarantee the family's financial security.

72. Further research on public opinion on this matter, which was conducted at the end of March 2002 as *Omnibus research concerning reflections on socio-political mechanisms affecting gender relations*, confirmed the results of the previous research.

73. In 2003, new research was conducted on the subject of *Certain aspects of socio-political mechanisms affecting gender relations*. This found that the public's views had changed very little since 2002. There was an increase in the number of men who perceived the situation for women obtaining appropriate work for due remuneration as unfavourable. Women in 2003 were more reserved about the concept of equal opportunities. The research will be repeated in 2004 in order to capture the development of public opinion.

74. In 2003, research was carried out for the Ministry of Labour and Social Affairs into public opinion on the subject *Women's image in the media and advertising and its influence on public opinion concerning equality of men and women*. The situation differs only in the case of magazines with a relatively strong female readership. In titles that are primarily devoted to relationship matters

women's representation is understandably more marked. Both in the media and society, women continue to be presented in their traditional roles, those of the woman – mother caring for children, other dependent members of the family and the home. This stereotype is evident both for female and male authors in the media. On the other hand, the media displays a certain sympathy for women's struggle for emancipation. Advertising also works with traditional female roles, using them as a means by which to draw the attention of a target group. The question of equality for men and women is still considered to be chiefly a women's problem.

75. The Research Institute for Labour and Social Affairs, which was established by the Ministry of Labour and Social Affairs, is engaged in ongoing research into the family and status of women. In 2000, it produced an analysis of differences in men and women's earnings. The research provided an extensive, gender-classified analysis of men and women's earnings, but due to the lack of available and suitable statistical data it failed to identify the degree to which discriminating factors are responsible for the almost 25 % difference in men and women's earnings (to the detriment of women)[27].

76. The Research Institute for Labour and Social Affairs continued with this analysis in 2003, producing a research project entitled *Creating an information base to analyse the factors influencing differences in men and women's earnings and to model (forecast) these differences*. The aim of the research is to stipulate indicators and a system by which to monitor the factors that influence the differential level for men and women's remuneration, and to obtain data on the causes. The data gathered will then be used to select the appropriate solutions and better monitor the trends in the development of equal remuneration.

77. The Act on Advertising Regulation (No. 40/1995 Coll.) does not allow advertising to violate good morals; in particular it may not contain any discrimination on grounds of sex.

Educational and training programs

78. The Committee **(point 88)** recommends strengthening training and educational programs, particularly for judges, lawyers and members of penal bodies.

79. Under the document *Rules for the training of employees in administrative authorities and the Office of the Government of the Czech Republic*, the training of state employees, as well as of other employees in administrative authorities, is the responsibility of the Institute of State Administration. The Institute is subordinate to the Office of the Government. Training in human rights with regard to equal opportunity is part of the universal training block which forms part of entry training and is also part of the ongoing training program.

80. Training employees in human rights, including the question of equality for men and women, also forms part of the training of employees in public administration. In conformity with the Priorities

[27] The analysis (available in english as well) can be found under Equal opportunities of Women and Men on the Labour Market at www.vupsv.cz (Equal Opportunities of Women and Men on the Labour Market /KUCHAŘOVÁ, Věra - ZAMYKALOVÁ, Lenka).

program[28], most Ministries have already undertaken at least basic training in human rights with regard to equal opportunities for men and women, including the gender mainstreaming method.

81. In its departmental priorities for the implementation of equality for men and women, the Ministry of Labour and Social Affairs has expanded the program to include an extra task[29] and developed two training modules for equal opportunities. The first was called *Paths to equal opportunities for men and women in the labour market* and was intended for the heads of departments in employment offices for selecting careers. In 2003 it was incorporated in the professional training system for employment office employees. The second module is called *Priorities and procedures in realising equality for men and women at the Ministry of Labour and Social Affairs* and as a seminar was included in the professional training system for Ministry employees. The basic training in the subject has taken place[30].

82. When promoting the army the Ministry of Defence shows women in less common situations, as active individuals. The army is becoming ever more open to women, including in what previously were typically male professions, such as pilots and surveyor.

83. In police training, the question of equality for men and women has been included since 2001 in the *Concept for the life-long mandatory training of officers and employees of the Police of the Czech republic and the Ministry of the Interior*. Tuition forms part of elementary specialist training, which lasts from 6 to 12 months for new police officers, and other specialist training which is intended chiefly to add further specialist requirements to service in a specific, systematized position.

84. With the aim of training about 350 managerial and planning staff, the Ministry of the Interior has held training programs since 2003 focusing on the realisation of gender equality. The training comprises two parts: (1) the fundamental principle of equal opportunity for men and women in society, the application of the principles of equal opportunities in decision-making activities in the Ministry of the Interior, and (2) special surviving stereotypes in thinking about the role of men and women, work remit, realisation.

Measures for the proper appreciation of motherhood as a social function and recognition of men's joint responsibility (letter b)

Legislative measures

85. Conditions allowing men to share child-care responsibilities are contained both in labour-law legislation (e.g. parental leave, flexible working hours) and in family allowances (for more detail see Article 11 (2) c). Since in the overwhelming majority of cases (98-99 %) it is women who draw the

[28] Point 1.6. of the Priorities in 2002 "To commence or continue with educational activities in human rights regarding equal opportunities for men and women and methods to achieve gender equality. To ensure that all planning employees and employees with decision-making powers take part in the aforementioned education."

[29] Point 1.7 of the Priorities 2001 "To prepare and pilot two educational modules for equal opportunities – with application for conditions in the Ministry of Labour and Social Affairs and employment offices – employing experience from seminars in this field held for MoLSA employees in recent years. To incorporate this module in the educational system according to the Rules governing the training of employees in administrative bodies and the Office of the Government of the Czech Republic (managerial training of managerial employees, ongoing training of other employees)."

[30] As the coordinator, the Ministry of Labour and Social Affairs has a link on its website to equality for men and women which contains various material and documents concerning equality for men and women and a list on independent, non-profit organizations active in this field.

parental contribution, it may be said that measures to bring about equality in the status of men and women regarding child-care, which were adopted as part of the system of family allowances, have not yet encountered an adequate response in real family life. Where allowances are based upon an assessment of the family as a whole it is immaterial which family member requests the allowance, and monitoring of whether it is requested by a man or a woman has no relevance with regard to responsibility for child-care. The situation is different for the parental contribution, which belongs to that parent who actually cares for the children[31]. A parent is entitled to a parental contribution for the period that he or she is not gainfully employed, or his or her employment is limited due to child-care responsibilities for a child up to 4 or 7 years of age. The parental contribution belongs to that parent who on a full, daily basis personally and properly cares for a child up to 4 years of age (in the case of a child with long-term health problems, up to 7 years of age), which is not placed in a nursery school, kindergarten or other pre-school facility for more than 5 calendar days in a month.

86. At present (August 2003), the Sociological Institute of the Academy of Sciences of the Czech Republic is conducting research entitled *Supporting men's use of parental leave*[32]. Its present results show that within the family the mother remains in the dominant position when it comes to rearing children, despite the increase in situations where, more frequently than before, both parents take equal shares in their children's upbringing. The entire population still strongly perceives the mother's role as that of a carer. Women themselves perceive the significance of their role and hold to it. The man is then seen chiefly in the role of the provider, even if a large part of the population is willing to admit that men may be capable of caring for small children. Nevertheless, the population's position on parental roles differs markedly according to age and education. The categories of married people and people living with a partner are more willing to acknowledge the caring dimension in a father's role than others. Their position is either supported by experience, or reflects a desire for change. One of the proposals contained in the measure that resulted from the research is the recommendation to promote a model of fatherly behaviour – a model of shared parenthood together with a model of equal division of housework. The campaign should be construed as a "wider" campaign for equal opportunities for both sexes, i.e. for equal opportunities not only in the family but also in the labour market. It would also be appropriate to run a campaign to influence male identity, or the formation of those qualities in men that relate to caring for others.

87. In accordance with the Priorities[33], the question of equal opportunities for both parents in caring for children is addressed as part of the preparation for the testing of specialist competence for employees of bodies dealing with the socio-legal protection of children, particularly in relation to conflicting guardianship claims in proceedings concerning a child's upbringing. The aforementioned question also forms part of the methodological seminars that the Ministry of Labour and Social Affairs organises for employees of the regional authorities.

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31 At present – August 2003 – this is CZK 2552 per month.

32 Research performed from a grant allocated by the Ministry of Labour and Social Affairs.

33 Point 4.6: "With the objective of equalizing the unequal status of men in relation to children, include the matter of equal opportunities for both children with regard to child care in the system of methodological proceedings for social workers in authorities concerned with the socio-legal protection of children."

Article 6

Prostitution and human trafficking

88. Measures to eliminate trafficking in women and children, which were adopted in conformity with the recommendations **(point 98)**, are specified below.

89. The Czech Republic is not only a country of origin and of transit, in recent times it has also become a target country for victims. The government thus places great significance on eliminating the trafficking in women. Ministry of the Interior Instruction No. 11 of 8 February 2001 established an advisory commission to address the matter of trafficking with women and the commercial abuse of children. The Ministry's advisory body is composed of representatives of state administration (ministries, the police force), local government and independent, non-profit organizations.

90. In June 2000, the founding meeting of the Ministry of the Interior's advisory commission was held under the working title *Round Table*. The meeting dealt with the question of trafficking in women and the commercial sexual abuse of children. The meeting held preparatory discussions on the implementation of the UN project *Preventing human trafficking and strengthening the role of bodies active in criminal proceedings*. The participants of another working meeting, held 16 February in Chemnitz in Germany, agreed to set up a trilateral working group at Ministry of Interior level with representatives from Germany, Poland and the Czech Republic in order to resolve the problems of cross-border prostitution, sexual tourism and human trafficking.

91. For the Czech Republic, human trafficking is a relatively new phenomenon. During the 1990s, the Czech Republic's status as a source for human trafficking fell gradually and instead it is slowly becoming an attractive target country. Trafficking in women and organised prostitution is chiefly the work of Russian-speaking and Bulgarian groups, who are active throughout the Czech Republic, although primarily on the German and Austrian borders and in Prague. The Czech Police Force has recently recorded an increase in the numbers of women from Eastern Europe (the Ukraine, Moldavia, Russia, Bulgaria and Romania), as well as from Vietnam and China, who are forced into prostitution in the Czech Republic or transported through the Czech Republic to Western Europe.

Specialist training for border police in identifying the victims of human trafficking

92. New training and education programs for members of the Czech Police Force are regularly introduced. A graduate profile is currently being prepared for a newly-conceived basic specialist training (introductory training), with a theoretical duration of 12 months at the Ministry of the Interior's middle police school, followed by practice at the Police Training Centre lasting 6 months. Pilot tests are expected to take place from September 2004.

93. The basic specialist training for members of the border police includes learning how to recognise the victims of trafficking in women and children and providing support for such victims[34].

[34] Basic specialist training for members of the border police included the following: 1999: Basic specialist training, Detecting organized crime, Requalification course, Transfer from ordinary to border police duties. 2000: For heads and representatives of lower organizational foreign and border police units, Specialization course "Transfer from border police to foreign police duties." 2001: Specialist practice for graduates of theoretical basic specialist training in instructional documents – subjects such as: Foreign police service, travel documents and foreigners' residence in the country, foreigners' travel documents (legislation, breakdown and types of categories, contents, invalidity and confiscation of travel

94. In conjunction with the foreign and border police, the Department for the Detection of Organized Crime[35], the respective Hygiene station and the Trades Licensing Office, the Police carry out preventive inspections in erotic clubs (suspects, juveniles, foreign women without documents, forced prostitution). In the region of North Bohemia the Police have previously tried to draw attention to the uncertified construction and extension of nightclubs (particularly to "windows") but came up against a lax approach on the part of the construction administrations.

95. The actual number of criminals involved in human trafficking (under section 246 of the Criminal Code) is difficult to monitor in police statistics, due to the fact that human trafficking is prosecuted according to a range of other provisions in the Criminal Code, such as the crime of procuring, abduction, trafficking with children, the crime of harming someone's health, blackmail, limiting personal freedom, depriving someone of their personal freedom, kidnapping abroad etc.

Table 7: Survey of criminals involved in human trafficking, procuring, abduction, trafficking with children, the crime of harming someone's health, blackmail, limiting personal freedom, depriving someone of their personal freedom, kidnapping abroad etc. 1999 – 2003 (see Annex)

Information on the UN project

96. November 2002 in the Czech Republic saw the official launch of the Project for the prevention, elimination and prosecution of human trafficking, particularly in women and children (hereinafter only the Project). The Project was proposed for the Czech Republic and Poland as part of the Global Program for the Fight against Human Trafficking by the Centre for International Crime Prevention at the UN Office for Drug Control and Crime Prevention. The Ministry of the Interior is the project guarantor on behalf of the Czech Republic. The program's aim is among other things to gather data on human trafficking in the Czech Republic, evaluate the effectiveness of measures adopted and assess the level of institutional cooperation in countries of origin and transit and target countries. The resulting data will be used to prepare a proposal for an effective system to protect victims/witnesses of human trafficking in the Czech Republic. The system's application is expected to improve prevention, investigation and prosecution of this criminal activity. The Project should also comprise a comparison of the Protocol on Prevention with current national legislation and

documents), detecting forged and altered travel documents, procedure when checking travel documents for validity and accuracy, technology used for controlling documents and how to use it, foreigners' residence in the CR and Czech visa, types of residence and their characteristics, temporary and permanent residence, residence without a Czech visa, types of Czech visa, their characteristics, bodies that issue visas, identifying visa marks, obligations of foreigners and other persons under the foreigners' residence act, terminating foreigner's residence, administrative expulsion, asylum, legislation and terms, grounds for giving asylum, procedure, documents issued to asylum seekers, applications, people's psychology as applicable to border police - interview, monitoring anthropological characteristics, impersonation, gesticulation, injury, possible drug use, non-verbal communication, stressful situations. Specific model situations focusing on unlawful border crossing, comprehensive model situations on the same theme. 2002: Training border police in handling people, focusing on identification, anthropological characteristics and non-verbal communication. 2003: Specialization course "Transfer from border police to foreign police duties", Specialization course "For heads and representatives of lower organizational units of foreign and border police".

[35] The Department for the Detection of Organized Crime in the criminal police and investigation service is a specialized department of the Police with responsibility for human trafficking.

subsequently provide an assessment of the Czech Republic's readiness to ratify the Protocol. At present, several projects have been implemented under the auspices of the UN Project[36].

Government activities

97. Human trafficking questions were prominent in the amendment (Act No. 134/2002 Coll.) to the Criminal Code (No. 140/1961 Coll.). The amendment changed the definition for the case merit of the crime of trafficking in women. The new definition introduces the term "human trafficking for the purpose of sexual relations" and criminalizes it regardless of whether the victims of trafficking are women, men or children. Compared with previous legislation, which only covered trafficking from the Czech Republic to abroad, the new definition criminalizes trafficking both to and from abroad. It does not, however, address human trafficking within the Czech Republic. The existing definition only criminalizes trafficking for the purpose of sexual relations and thus does not address trafficking for other purposes, such as forced labour, slavery, practices similar to slavery or the removal of organs. The definition therefore does not conform to the internationally recognised definition of human trafficking as contained in the Protocol on Trafficking.

98. In September 2003, the government approved the National Strategy for the Fight against Human Trafficking for Sexual Exploitation in the Czech Republic[37]. The document is the first comprehensive material on human trafficking to have been adopted at governmental level and contains a report on the human trafficking situation in the Czech Republic and a list of measures that the government should implement in this sphere. It also includes a program entitled *Model for the Support and Protection of Victims of Human Trafficking*, which is being tested experimentally as part of the Project from March 2003 to May 2004.[38]

99. In 2002, the Institute for Criminology and Social Prevention continued with its long-term criminological research, focusing chiefly on domestic violence, research into juvenile delinquents and

[36] In January 2003 an international conference was held on "Proactive police approach to detecting and investigating cases of human trafficking". At the beginning of 2003, a legal analysis was prepared and a round table discussion held on harmonising the Czech legal system with the UN Protocol. In March 2003, two training course were held: "Model for support and protection of victims of human trafficking for their sexual exploitation in the Czech Republic" and "Preventing human trafficking and investigative techniques". In June 2003, the research stage of the project got under way, with a completion date expected in March 2004. In July 2003, the Department for the Detection of Organized Crime was equipped with the computer technology required to create the "Victim" information system. This has been set up and since March 2003 the model for the support and protection of victims/witnesses has been running on an experimental basis. In August 2003, agreements were prepared by which the Un financially supported the activities of La Strada, IOM and the Czech Catholic Charity Association as part of the project (the money is used to directly help victims and as a contribution to purchasing asylum housing).

[37] The Government approved this in its resolution no. 849 of 3 September 2003. In addition to the model for the support and protection of victims, the material also comprises a "Report on human trafficking for sexual exploitation in the Czech Republic", and appendices. The resolution also includes the appendix "Action plan to implement the National Strategy for the fight against human trafficking for the purpose of sexual exploitation in the Czech Republic".

[38] At present, the model has been applied on six victims. The project includes training courses on preventing human trafficking and investigating this form of criminal activity. The training courses are designed both for bodies active in criminal proceedings and non-governmental organizations involved in implementing the model in the Czech Republic, and for police officers (chiefly criminal, foreign and ordinary police). The project's final stage should include establishing cooperation between bodies active in criminal proceedings and non-governmental organizations in the countries of origin, transit and final destination. Subsequently, the number of non-governmental organizations providing assistance to victims under the model is expected to be increased.

the question of human trafficking. Research into domestic violence was completed at the end of 2002; a study emanating from the research was subsequently published and a seminar organized. A new research phase for domestic violence will get under way in 2004. At present the concluding report is being finished for research already carried out, to be completed by April 2004. The Institute also compiled a study into available specialist sources and performed an analysis of criminal records relating to the crime of human trafficking.

100. Statistics from the courts and public prosecutors relating to the crime of human trafficking (section 246 of the Criminal Code) make it possible to determine the number of criminals involved in the trafficking of women (people over the age of 18), although they do not monitor whether for prostitution purposes they are trafficked to or from abroad.

101. Trafficking in girls (people under the age of 18) is prosecuted under section 216a of the Criminal Code – trafficking with children. The Criminal Code allows for the culprit to be prosecuted for both offences at the same time.

Table 8

	1999		2000		2001		2002		2003	
	216a	246	216a	246	216a	246	216a	246	216a	246
Postponed	0	2	0	0	0	0	0	1	0	2
Prosecuted	0	64	0	35	0	34	2	15	0	25
of which women	0	16	0	14	0	15	0	2	0	7
Charged	0	56	0	31	0	33	2	14	0	24
of which women	0	13	0	13	0	14	0	2	0	7
Suspended	0	2	0	4	0	1	0	1	0	0
Convicted	0	25	0	16	0	15	1	20	0	5
of which women	0	4	0	2	0	3	0	6	0	1

Support for independent, non-profit organizations

102. The independent, non-profit organization *La Strada Česká republika* focuses exclusively on the problem of trafficking in women. The organization pursues its objective through a multi-disciplinary approach concentrating on three areas: information and lobbying, prevention and education and social assistance for trafficked women. In the latter sphere of social assistance the organization has long been the recipient of subsidies from the Ministry of Labour and Social Affairs. Other cooperation is underway with the Ministry of the Interior in implementing the Model for the Support and Protection of Victims of Human Trafficking for Sexual Exploitation in the Czech Republic, which forms part of the National Strategy for the Fight against Human Trafficking for Sexual Exploitation in the Czech Republic, which received government approval in September 2003.

Changes and developments in prostitution (description of the prostitution scene)

103. Precise numbers for prostitutes are impossible to determine due to the fact that prostitution is not recorded. Nevertheless, no major changes have been observed in the incidence of prostitution. Police information shows that the number of street-prostitutes is falling slightly and that their activities are shifting to nightclubs and erotic clubs. An entirely new phenomenon is the occurrence of "windows", where scantily dressed women are exhibited and offered to potential clients as goods. An act to regulate prostitution is currently being drafted and its chief objectives will include:

- distinguishing legal and illegal prostitution and thereby minimising the number of people that are forced into prostitution;
- creating the possibility to protect people at risk of abuse and trafficking for sexual exploitation;
- stipulating the conditions under which prostitution may be performed;
- stipulating the rules for running prostitution in publicly accessible places and in buildings and places intended for such purpose;
- eliminating breaches of public order in relation to the performance of prostitution;
- prohibiting the performance of prostitution for persons under the age of 18;
- limiting criminal and other unlawful activity relating to prostitution (human trafficking, undermining the moral upbringing of the young, procuring, illicit production and possession of narcotic and psychotropic drugs and poisons etc.).

104. Also problematic is the difficulty involved in distinguishing voluntary from forced prostitution, caused by the reluctance of prostitutes, for a variety of reasons, to communicate with the Police (fear of pimps, fear that they will be accused of breaking the law etc.).

105. The suspicion that the sex industry is involved in human trafficking is supported by the fact that prostitutes often alternate in clubs. This proves that the activity is organised on the part of pimps and traffickers, who are responding to demand, but also to the threat of detection where one trafficked person remains for a long time in one place.

106. The number of prostitutes in clubs in individual regions is impossible to determine exactly, although rough estimates can be supplied: West Bohemian region: Carlsbad (40-70), Cheb (450), Sokolov (40), Tachov (50-60), Domažlice (280), Pilsen (200), Klatovy (138). According to its size, a club can have from 2 to 30 girls/women, North Bohemian region: total of 360 - 600 girls; clubs have from 3-5 girls/women, South Bohemian region: 1021 girls/women, with an increase in the number of foreign women. There is not total figure for the North Moravian region, in Olomouc, for example, there are 64 girls/women, with 3-17 per club, although these are not permanent employees. In the East Bohemian region there are 108 girls/women, although their number fluctuates according to demand. The South Moravian region has 594, with from 2 to 40 girls/women per club.

107. The preparation of the *National Strategy for the Fight against Human Trafficking for Sexual Exploitation* included investigations by police bodies intended to ascertain prostitution trends and

related phenomena[39]. Most attention was devoted to street prostitution and prostitution in nightclubs and erotic clubs. All other forms of prostitution are far more difficult to chart.

a) Street prostitution

108. The street prostitution scene in the Czech Republic is not homogenous and is variable. It occurs in practically all regions of the Czech Republic. The highest incidence is in the regions of West Bohemia, South Moravia and North Bohemia and in the capital city of Prague. In other regions prostitution occurs in certain districts; in the region of East Bohemia it is practically non-existent.

109. There is practically no control of the street prostitution scene. With almost no exception prostitutes are run by pimps. Many of these women are undoubtedly trafficked not only from abroad to the Czech Republic and vice versa but also within the Czech Republic itself. Prostitutes come from an ever-widening range of countries. The range of services that they offer is also increasing.

110. Prices for street prostitution services are relatively uniform, ranging from 10 to 70 EURO depending on the region, service and prostitute's country of origin. Women from Eastern Europe provide their "services" for lower prices than the average.

Prostitution in erotic clubs

111. In addition to women with Czech nationality, erotic clubs also employ a high percentage of foreign women. Some nightclubs are ethnically homogenous and specialize in girls/women from specific regions or countries.

112. The number of erotic clubs in individual regions fluctuates mildly. The nationality of girls/women providing sexual services in clubs differs slightly from region to region[40]. In comparison with 1999, the number of erotic clubs is essentially the same (880 in 2003 and 846 in 2002).

113. Numbers of prostitutes are impossible to record as they are only registered in individual police stations as victims of trafficking or as perpetrators of criminal acts. Neither can a precise figure be given for erotic clubs as a large number function covertly as bars etc. The following data are only an estimate as adequate and precise information is impossible to obtain from the criminal environment.

Table 9: Approximate number of prostitutes in erotic clubs by region

Region	No. of clubs	No. of prostitutes	No. of prostitutes per erotic club
West Bohemia	300	1226	2-30
North Bohemia	120	360 – 600	3-5
South Bohemia	81	1021	
North Moravia	57		3-17

[39] The data are processed from documents of the regional administrations of the Czech Police and the Prague City Police. Categorization by region and district derives from the old territorial classification of the Republic, which is still retained in the police hierarchy of Police regional and district directorates. The categorization no longer corresponds to the State's current territorial classification (see paragraph 16).

[40] The most common nationalities are Czech, Slovak, Ukrainian, Russian, Belorus, Bulgarian. Generally speaking, girls/women often alternate in clubs, a phenomenon that is largely organized. It is fair to assume that the women continue to be trafficked.

Region	No. of clubs	No. of prostitutes	No. of prostitutes per erotic club
East Bohemia	21	108	
South Moravia	103	594	2-40
Prague	200		
Total	882		

114. Prices also differ on a regional basis, ranging from 17 to 330 EURO depending on the region, service and nationality.

115. In addition to street prostitution and prostitution in clubs, many regions (particularly Prague, South Bohemia and North Moravia) report ever increasing levels of so-called hotel and apartment prostitution and prostitution the form of "escort services", where prostitutes are brought to apartments, pensions and hotels according to the client's previous order.

Police activities and measures

116. Under Police President Binding Order No. 17/1998[41] the Department for the Detection of Organized Crime monitors, methodologically influences, professionally regulates, inspects and is responsible for solving cases of human trafficking and the identification of offenders. These are mostly cases which demonstrably involve organized crime and cases of human trafficking with an international element. Other police departments are obliged to immediately inform the Department for the Detection of Organized Crime of the occurrence of human trafficking or suspicion thereof[42].

117. A series of measures have been introduced by regional forces of the Czech Police and some municipalities to counter street prostitution, although these are of little effect and are short-term.[43] In West Bohemia prostitution has been forced into the peripheries of towns and the number of street prostitutes has been reduced. These, however, move to clubs, where they enjoy better conditions and earnings. In North Bohemia, city and municipal decrees mean that local police and district departments of the Czech Police bring prostitutes in and fine them up to CZK 10,000 under the Misdemeanours Act. The fines, however, are practically unenforceable. The *Clean-Up* preventive action, involving constant supervision of problem areas by police patrols, has had partial success, although it has been disproportionately expensive. The Central Bohemian region conducts frequent controls according to records of criminal activity, although this is not particularly effective. In South

[41] On the system for the monitoring of undetected serious criminal acts and procedural coordination between specialized police departments and the criminal police service directorate of the Police Presidium in detecting such acts and identifying their culprits.

[42] The Department for the Detection of Organized Crime cooperates in the fight against human trafficking with partner institutions in Germany, Austria, the Netherlands, Great Britain, Italy, Slovakia, Poland and Hungary. In several cases the Department has also been assisted by American institutions such as the US Immigration Service and the FBI. The Department is composed of territorial units, and has centres and branches that cover practically all of the Czech Republic.

[43] For example, the Police, in cooperation with the metropolitan police, perform regular document checks of persons as part of national searches, minors, persons suspected of criminal activity, infected persons etc. Police actions are conducted to check identities, prostitutes' ages and to arrest female foreigners without documents. Initiatives are organized with hygiene authorities to check compliance with local decrees on the prohibition of disorderly prostitution (Sokolov), the offer and use of sexual services (Cheb) etc.

Bohemia attempts are being made to improve the situation through the regular exchange of information with the criminal investigation police in Austria and Germany.

Article 7

118. No significant changes occurred in areas under Article 7a during the monitored period.

Participation in the formation and implementation of state policy and the performance of public functions (letter b)

119. Women's representation in Parliament and the Government remains low. The following tables give the representation in percentage terms of women in elections for Parliament and the representative bodies of self-governing units during the monitored period[44].

Table 10: Women in representative bodies – according to election results from 1994

	Candidates			Elected		
Representative body – year of elections		Of which women			Of which women	
	Total	abs.	in %	Total	abs.	in %
Municipal councils 1994	159578	35711	22.38	62160	11100	17.86
Chamber of Deputies 1996	4492	908	20.21	200	30	15.00
Senate 1996	568	59	10.39	81	9	11.11
Chamber of Deputies 1998	3631	756	20.82	200	30	15.00
Municipal councils 1998	179594	46251	25.75	62412	12785	20.48
Senate 1998	137	12	8.76	27	3	11.11
Regional councils 2000	7756	1696	21.87	675	97	14.37
Senate 2000	160	26	16.25	27	4	14.81
Chamber of Deputies 2002	6068	1596	26.30	200	34	17.00
Municipal councils 2002	192930	53426	27.69	62494	14159	22.66
Senate 2002	168	26	15.48	27	3	11.11
Senate 2003 – additional elections	14	1	7.14	2	-	-

Elections to the Chamber of Deputies of the Parliament of the Czech Republic

120. Following the expiry of the electoral term for which members of parliament were elected in 1998 to the Chamber of Deputies, the President of the Republic announced ordinary elections in 2002 for the Chamber of Deputies. The elections were also held in the Czech Republic's embassies and general consulates abroad.

[44] Source: Czech Statistical Office, publication: Focused on women, 2001; Focused on women, focused on men 2002.

Table 11: Elections to the Chamber of Deputies of Parliament 2002

Structure of candidates for members of parliament according to sex		
	Absolute no.	%
Men	4472	73.70
Women	1596	26.30
Total	6068	100

Table 12: Elections to the Chamber of Deputies of Parliament 2002

Structure of candidates according to sex		
	Absolute no.	%
Men	166	83.00
Women	34	17.00
Total	200	100

Elections to the Senate of the Parliament of the Czech Republic

121. In 2000, senate elections were held for a further six-year term in 27 electoral districts. The districts concerned were represented by senators who had been elected in 1996 and whose initial electoral term of four years had expired. At the same time, elections were held for regional councils of the Czech Republic and municipalities.

Table 13: Elections to the Senate of Parliament in 2000 – structure of candidates according to sex

	Absolute no.	%
Men	134	83.7
Women	26	16.25
Total	160	100

Table 14: Elections to the Senate of the Parliament in 2000 – structure of elected senators according to sex

	Absolute no.	%
Men	23	85.2
Women	4	14.8
Total	27	100

Table 15: Elections to the Senate of Parliament in 2002 – structure of candidates for senator according to sex

	Absolute no.	%
Men	142	84.52
Women	26	15.48
Total	168	100.00

Table 16: Elections to the Senate of Parliament in 2002 – structure of representatives according to sex

	Absolute no.	%
Men	24	88.89
Women	3	11.11
Total	27	100.00

122. In 2003, additional elections were held to the Senate of the Parliament of the Czech Republic. The additional elections were held in two electoral districts and in both cases concerned the end of a senator's mandate due to their being appointed constitutional judges.

Table 17: Structure of candidates for senator according to sex – additional elections to the Senate of Parliament in 2003

	Absolute no.	%
Men	13	92.86
Women	1	7.14
Total	14	100

No woman was elected a senator.

Elections to regional councils in 2000

123. In 2000 elections were held for the first time to regional councils

Table 18: Women in regional representative bodies according to election results in 2000

REGION	NO. OF REPRESENTATIVES	OF WHICH WOMEN	
		ABS. Č.	%
Central Bohemia	65	11	16.9
South Bohemia	55	5	9.1
Pilsen	45	13	28.8
Carlsbad	45	5	11.1
Ústí	55	10	18.1
Liberec	45	9	20.0
Hradec Králové	45	4	8.9
Pardubice	45	5	11.1
Vysočina	45	5	11.1
South Moravia	65	8	12.3
Olomouc	55	6	10.9
Zlín	45	3	6.7
Moravia-Silesia	65	13	20.0
Total	675	97	14.4

Elections to municipal councils

124. In 2002, term of office expired for members of municipal councils elected in ordinary elections in 1998 and in all subsequent repeated, additional and new elections. In 2002, further ordinary elections took place in which new councils were elected for municipalities, cities city boroughs and city districts for a further electoral term (2002-2006).

Table 19: Elections to municipal councils in 2002 – structure of candidates according to sex

	Absolute no.	%
Men	139 504	72.30
Women	53 426	27.70
Total	192 930	100.00

Table 20: Elections to municipal councils in 2002 – structure of representatives according to sex

	Absolute no.	%
Men	48 335	77.34
Women	14 159	22.66
Total	62 494	100.00

125. Under the Act on the Protection of Personal Data (No. 101/2000 Coll.) it is not permitted to monitor nationality; it is consequently not possible to provide precise data on Roma women's participation in decision-making processes. Nevertheless, at present many Roma women are active as advisors in state administration and self-administration departments, many of them working as assistant educational advisors in elementary schools in areas with a high percentage of Roma population. Such women are also employed in Roma advice centres or Roma civic associations. Roma women are beginning to occupy positions as directors of nursery schools, and in a few cases also elementary schools.

126. By decision of the government, employment positions were created in the former district authorities for the function of Roma assistant and Roma advisor. For example, in the South Bohemia region seven positions of Roma advisor were created. Of these seven employees, three were female advisors. Furthermore, the South Bohemia region also employed five Roma assistants in preparatory classes for elementary and special schools. Following the dissolution of the district authorities, the obligation to set up the position of Roma advisor was not transferred to the municipal authorities, thus resulting in the existence of only one female Roma advisor in the South Bohemia region. Two Roma women occupy the position of "Roma advisor" in municipal authorities with expanded powers in the Moravia-Silesia region; social field work in Roma communities is performed by 13 employees, of which seven Roma women work as educators – assistant teachers in a variety of schools.

Women's participation in non-governmental organizations and associations (letter c)

127. Under the government program Priorities[45], a wide range of ministries cooperate with independent, non-profit organizations involved in the status of women and equality between men and women. The executive's cooperation with these non-governmental organizations is at a fairly good level, although the intensity of cooperation varies from ministry to ministry. All ministries continue to intensify the cooperation that began in previous years. The deepest links are with organizations with specific agendas in areas of public interest, e.g. protecting women against violence, providing care for single mothers with children or in the field of human trafficking.

128. Ministries also cooperate with organizations when training their employees in equal opportunities for men and women. More intensive examples of cooperation exist such as the preparation and realisation of seminars, e.g. the joint activity of the Ministry of Agriculture and the Czech Women's Association – the international seminar *Countrywoman*.

129. The objective of the program entitled *Comprehensive support program for the prevention of crime at a local level* is to prevent criminal activity through state-supported projects. In 2002, 88 towns were included in the program; the organisers are in many cases also independent, non-profit organizations working in socially disadvantaged or risk categories, including girls and women in crisis situations. In 2003, 90 towns were supported. During the program the Ministry of the Interior also supported projects focusing on support for advice centres for women, crisis accommodation for women in need and programs against violence inflicted on women.

130. In 2002, the Ministry of Health provided grants totalling CZK 2,480,080 for the following projects: the White Circle of Safety received CZK 830,080 for recovery stays for the victims of violent crime, for publishing activity and advisory activity, the Society for the Protection of Unborn Life received CZK 1,650,000 for the running of its centres in 16 towns in the Czech Republic. This association provides help to women and very young girls in situations of unwanted pregnancy. It is, however, extremely difficult to specify their quantitative effect, partly due to the fact that advisory services are also provided anonymously. Likewise, in the case of publications and lectures, their efficacy can only be estimated from the print runs of publications or the number of lectures.

131. The aim of the Ministry of Industry and Trade's cooperation with women's associations[46] is to support the development of women's activity in industry, trade and services, particularly in areas with high levels of unemployment. The Ministry provides associations with topical information on support schemes for business in the Czech Republic, on possibilities of foreign assistance, surveys of state programs, statistical data for small and medium-sized businesses etc. Under the Consultancy program, the Association of Women Entrepreneurs and Managers received 73 cases of assistance from grants for services totalling CZK 81,400.

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[45] Point 1.7. of the Priorities program of 2002 requires all ministries to ensure that, within their competencies, they and administrative authorities cooperate with non-governmental organizations involved in equal opportunities for men and women and continue to seek out and broaden such cooperation. Cooperation may also include requesting standpoints on draft legal regulations or other fundamental decisions.

[46] Association of Female Entrepreneurs and Managers, the Moravian-Silesian Association of Female Entrepreneurs and Managers, the South Bohemian Association of Female Entrepreneurs and Managers and the North Bohemian Association of Female Entrepreneurs and Managers.

132. Independent, non-profit women's organizations are also involved in the distribution of publications issued by the Ministry of Labour and Social Affairs. The Ministry also works with non-governmental organizations in organizing conferences or seminars on the question of gender equality. Its representatives also attend a variety of seminars, conferences and other events organized by independent organizations. The Ministry of Labour and Social Affairs provides grants for social services such as asylum houses, crisis centres and social crisis counselling. The size of the grants is difficult to determine precisely as many independent, non-profit organizations which have received grants are not involved exclusively in helping women in crisis situations but rather all people (including men) in difficult life situations. Representatives of the non-profit sector are members of the Ministry's selection commission for the allocation of grants for research and development in the field of equality for men and women and are also involved in joint decision making on the allocation of grants. Female representatives of non-profit organizations are also members of the steering committee for the PHARE twinning project *Improving the public institutional mechanism for the creation, encouragement and supervision of the implementation of equal opportunities for men and women* (see point 21).

Article 8

133. There were no changes during the monitored period.

Article 9

134. There were no changes during the monitored period.

Article 10

135. There were no changes in areas under letters b, d, f, and g.

Equal conditions for selecting employees and professions, study access in all types of specialist training (letter a)

136. The Czech Republic does not distinguish according to sex or other grounds for enrolment into the education system, including courses as part of lifelong learning. When accepting students, schools and other educational facilities proceed according to previously specified criteria which are valid for all applicants without exception. The situation with regard to the education of Roma girls/women is not recorded separately within the Ministry of Education. Most Roma women have completed elementary education[47] and the overall literacy level of the Roma population is growing. Many Roma girls and women have begun to study in middle schools[48], and there are several dozen at university. This social change can be seen to have begun at the beginning of the 1990s. Certain non-governmental organizations are preparing studies on the subject of Roma women's education and their status in the family. The results are not yet available.

137. All study and educational disciplines are accessible to boys and girls. Girls, however, often do not register for disciplines that have traditionally been studied by boys.

[47] Elementary school or special school.

[48] Chiefly the Roma socio-legal secondary school in Kolín.

138. In order to achieve the equal participation of girls in technical disciplines, the Ministry of Education, Youth and Physical Education (hereinafter only the Ministry of Education) adopted the following measures:

- the Czech School Inspection monitors whether girls and women are discriminated during school enrolment proceedings and whether school management fulfils hygiene and safety conditions for their attendance in all disciplines taught;
- in order to improve women's employment chances, the Ministry of Education has established 22 new education programs, some of which can be completed by means of individual activity[49];
- the matter has been incorporated in the training of future teachers and teaching staff and their future education;
- teachers and other staff who are responsible for career advice in elementary schools devote greater attention to girls with individual skills and interest in technical careers;
- specialist departments in the Ministry of Education take part in international EU research programs on this matter; international cooperation also includes an MoE representative's membership of a Helsinki Group working group, set up by the European Commission's directorate for science to address the question of women in science, research and other education;
- women's access to technical education and communications technology is considered in all projects guaranteed by the Ministry of Education.

Table 21: Number of girls in different types of school during the monitored period 1999-2003 see annex

139. The transfer of certain items, rights and obligations from the property of the Czech Republic to the property of the regions during 2001 meant that many competences regarding elementary and middle schools and technical colleges passed to the regions. The Ministry of Education's powers to bring about changes requiring the participation and means of another organizer are limited.

Eliminating all stereotypes in the perception of male and female roles (letter c)

140. In fulfilling the Priorities program[50], the Czech Republic takes measures to implement cultural changes regarding the roles ascribed to women and men, as required by the Committee in its recommendations **(point 104)**.

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[49] These are the following education programs – Realisation of surface constructions, Organisation and management in construction, Tourism, Paver, Tiler, Bee-keeper, Multimedia design, Advertising, Metal restoration, Regional tourism, Sports facilities management, Engineering and electronics, Mechanic at electrical facilities, Dairy work, Textiles Conservation and Restoration, Finance and tax, Sculpture, Graphic design, highway vehicles service and repair, Transport operations and finance.

[50] Refers to task 3.8.: "Prepare and implement education programs for pedagogues and pedagogic employees with regard to equal opportunities for men and women with the aim of providing them with effective procedures for gender-sensitive teaching" and task 3.9.: "Ensure that career advisors in employment offices are trained in the area of equal opportunities for men and women and that they apply this in their advisory activities".

141. The Ministry of Education is responsible for the training of school career advisors. In 2002, for example, a course for advisors was held which had been organized by the Institute of Pedagogic-Psychological Consultancy with the title *Multiculturalism and Equal Opportunities*. The course lasted 40 hours and originated as part of the project "Qualitative analysis of the family systems of different ethnic groups living in the Czech Republic".[51]

142. Cooperation between the Ministry of Education and the Pedagogic Centres resulted in a three-day course entitled *Media education in middle school and technical education*, which was accredited. The Institute of Pedagogic-Psychological Consultancy prepared and published *Multiculturalism and Equal Opportunities in Czech Schools*.

143. In conjunction with the Pedagogic Centres[52] the Ministry of Education prepared and accredited an educational program on equal opportunities for men and women for pedagogic employees – the project "Media education in middle school and technical education".

144. In 1998, the Czech Statistical Office Measure of 16 June 1998 introduced the Classification of Fundamental Educational Disciplines. This covers discipline categories that, although they differ by name, specific concept objectives, degree of education provided, education, organization of education and its content, their graduates are prepared for work in the same or similar area of human activity. The fundamental disciplines are conceived in line with the specialist training system in EU countries and ensures international comparison. The classification's objective is to be able to organize, integrate and classify educational disciplines (educational programs or study programs). A register is thus created where existing and new disciplines (educational programs or study programs) are allocated to specific disciplines. The classification includes disciplines from universities, high and middle schools, including special schools.

145. All current changes emanating from differentiation in the new classification of fundamental disciplines and new educational disciplines have been incorporated into the *System of study and teaching disciplines*. The new *System of study and teaching disciplines* issued by Ministry of Education decree[53] has been in force since June 2003.

146. Up to 31 December 2004, the Ministry of Education is performing an analysis of teaching systems, text books and teaching aids; on the basis thereof it will asses how these systems help to form and perpetuate stereotypes and prejudices. The analysis should cover all school levels and types of education, including the training of future teachers and teaching staff and teachers' further education.

147. The topic of equal opportunities is incorporated in teaching documents and is taken into account when reviewing textbooks and other teaching materials. The Ministry of Education allocates

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[51] The project included accompanying material under the same title, in which the authors provided a summary of information relating to multicultural education. The publication and training course concerned equal opportunities for boys and girls, differences that have their origin in differences between male and female psychology and how this is reflected in school education and subsequent career choice. The texts are also supplemented by methodological recommendations and [illegible]k procedures for teachers.

[52] Organization directly managed by the Ministry of Education with accrediation for further education of pedagogic employees.

[53] Decree no. 144/2003 Coll., amending Decree no. 354/1991 Coll., on middle schools, as amended.

an approval note to textbooks for elementary education, which enables schools to buy the books from a state subsidy. In accordance with the Ministry of Education's instruction for the approval of textbooks, these are assessed for compliance with the Constitution, laws, the Standard of Elementary Education and the relevant educational program. The question of equality for men and women is considered in the context of all other human rights and civil rights matters. The Ministry grants the approval note for textbooks upon the publisher's application and following an expert assessment by independent examiners. The Ministry maintains a list of such examiners. The selection and purchase of teaching materials is fully the responsibility of the relevant schools. The fitness and expedience of schools' procedures in purchasing and using teaching materials is assessed and vetted by the Czech School Inspection.

148. Schools may also use other textbooks and books than those which bear an approval note. The Ministry of Education maintains a list of textbooks with approval note, which is published in the Ministry's Bulletin and regularly updated. If stereotypes regarding male/female social roles occur in textbooks these are chiefly career stereotypes, due to long experience of careers being divided into "predominantly male" and "predominantly female" categories. This also applies to the division of roles in the family, which are often described in more or less stereotypical ways.

149. The Priorities program for 2003 required the Ministry of Education to perform an analysis of teaching systems, textbooks and teaching aids in the sense of how they contribute to creating and reproducing gender-based stereotypes and prejudices. The analysis was performed for all school levels and types of education, including the training of future teachers and teaching staff and their further education. The analysis could not be performed in its full scope due to its demanding nature and the need for cooperation between several specialist institutes. At present, the Pedagogical Research Institute has performed an analysis of educational programs for elementary and gymnasium education. Recommendations have been issued on how such programs should be expanded and what should remain an integral part of new Framework Education Programs. This matter is also taken into account in the framework education programs[54].

150. The following data (table) show that hierarchies are also created between male and female employees in science and research. Female researchers are fewer in number and are concentrated in auxiliary positions. An increase of more than 20 % in technical sciences in the representation of female researches and other female employees is significant. The distribution is also interesting for the fact that the representation of female researches is lowest in the technical sciences, which employ the majority of research staff, both male and female. It is also an area that enjoys relatively high prestige and an image of demanding work. The correlation between the high representation of male researches, the high proportion of research staff and prestige is obvious.

[54] A further stage of the task became part of the Ministry of Education's ministerial priorities for 2003. In the Priorities for 2003 the task was also redefined in the following wording "To perform an analysis of teaching systems, textbooks and teaching aids for elementary schools in respect of how they help form and reproduce gender-based stereotypes and prejudices, including the training of future pedagogues and pedagogic employees and the future training of pedagogues."

Table 22: Research employees and development by sector and employment in FTE (converted number of employees) in 1999, 2000

Sector	Year 1999*			Year 2000		
	Total	of which women	of which women (%)	Total	of which women	of which women (%)
Corporate sector						
Researchers	5 811			5 533	908	16.41
Technicians	4 592			4 430	1 295	29.23
Other	1 880			1 564	601	38.42
Total	12 283	2 804	22.8	11 527	2 804	24.32
Government sector						
Researchers	4 281			4 424	1 398	31.6
Technicians	1 757			1 764	1 117	63.32
Other	925			960	508	52.91
Total	6963	3 023	43.4	7 148	3 023	42.41
Higher technical and university education						
Researchers	3 380			3,768	1,220	32.37
Technicians	1 009			1,074	609	56.7
Other	347			489	329	67.28
Total	4 736	2 158	45.5	5,331	2,158	40.48
Non-profit sector serving households						
Researchers	63			127	25	19.67
Technicians	45			51	17	33.3
Other	16			14	9	64.28
Total	124	51	41.1	192	51	26.56
Czech Republic – total						
Researchers	13 535			13 852	3 551	25.63
Technicians	7 403			7 319	3 038	41.5
Other	3 168			3 027	1 447	47.8
Total	24 106	8036	33.3	24 198	8 036	33.2

*The proportion of women has been monitored since 2000.

Source: Science and research indicators for 2001, CSO, 2002.Research and development indicators for 2000, CSO, 2001.

Table 23: Research employees and development by sector and employment in FTE (converted number of employees) in 2001, 2002

Sector	2001			2002		
	Total	of which women	of which women (%)	Total	of which women	of which women (%)
Corporate sector						
Researchers	5 753	939	16.32	6 191	1 001	16.16
Technicians	4 676	1 392	29.76	4 910	1 379	28.08
Other	1 611	634	39.35	1 557	598	38.40
Total	12 040	2 965	24.62	12 658	2 978	23.52
Government sector						
Researchers	4 837	1 553	32.1	4 429	1 427	32.21
Technicians	1 972	1 251	63.43	1 915	1 196	62.45
Other	964	509	52.8	1 007	514	51.04
Total	7 773	3 313	42.62	7 351	3 137	42.67
Higher technical and university education						
Researchers	4 249	1 346	31.67	4 283	1 473	34.39
Technicians	1 395	771	55.26	1 199	611	50.95
Other	402	231	57.46	365	213	58.35
Total	6 046	2 348	38.83	5 847	2 297	39.28
Non-profit sector serving households						
Researchers	148	15	10.13	71	16	22.53
Technicians	66	33	50	66	30	45.45
Other	34	25	73.52	39	26	66.66
Total	248	73	29.43	176	72	40.90
Czech Republic – total						
Researchers	14 987	3 853	25.7	14 974	3 917	26.15
Technicians	8 109	3 447	42.5	8 090	3 216	39.75
Other	3 011	1 399	46.46	2 968	1 351	45.51
Total	26 107	8 699	33.32	26 032	8 484	32.59

Source: Science and research indicators for 2001, CSOÚ, 2002. Science and Research indicators for 2002, CSO, 2003.

Equal opportunities for access to further research programs (letter e)

151. Due to the fact that, as elsewhere, women in the Czech Republic have a longer lifespan than men, more women (around two-thirds of participants) take part in education for older members of the population (seniors). This generally concerns interest-based education, chiefly organised by public universities such as the University of the Third Age, which provides education in selected interest

areas. Study of this kind commonly takes from two to four semesters. Clubs comprising graduates from the University of the Third Age also organise further education at their own initiative. Seniors' academies also exist, organised for example by the Life 90 civic association or as part of courses given by individual schools and courses organised by a variety of educational organizations.

Table 24: Education for men and women of pre-pension age (in % per 1000 women/men aged 50-59)

sex/ education	elementary	lower specialist	full middle school	University
Women	26.3%	33.1%	31.6%	7.9%
Men	10.1%	52.1%	24.0%	12.4%

Recalculation up to 100% - not determined.

Source: CSO, Focus on women, focus on men, 2002.

Table 25: Education for men and women of pensioner age (in % per 1000 women/men aged 60 and over)

Sex/ education	elementary	lower specialist	full middle school	university
Women	50.2%	30.0%	14.5%	3.2%
Men	20.1%	45.1%	21.9%	11.6%

Recalculation up to100% - not calculated.

Source: CSO, Focus on women, focus on men, 2002.

Access to educational information helping to safeguard family health and welfare (letter h)

152. Teaching designed to encourage responsible sexual behaviour forms part of the Framework Program for Pre-School Education, the Elementary Education Standard and all education programs for elementary and middle education. The teaching of responsible sexual behaviour will also be incorporated in the framework education programs for elementary education that are currently being prepared. This is the task of the Pedagogical Research Institute[55]. The anticipated completion date is June 2004. The Framework Education Program will be binding for the first year of elementary schools from 2006 and for all years of elementary school from 2010.

153. The national health program, including the long-term program to improve the health of the population of the Czech Republic *Health for all in the 21st century*, also addresses the question of reducing the number of unwanted pregnancies among teenage girls by focusing on educational support in the prevention of risky behaviour and ensuring appropriate contraceptive methods. The teaching forms and methods are the responsibility of the teacher of the relevant subject. The theme itself is taught in a scope commensurate to the age of pupils; it is mandatory in health education.

154. The society for family planning and sex education is a non-governmental, non-profit organization concerned with the subject of reproduction health. In 2001 and 2002, the society's programs focused chiefly on the task outlined in the WHO document *From abortion to contraception,*

[55] The pedagogic research institute is the research institute of the Ministry of Education, and directly under its management.

covering the prevention of unwanted pregnancies. It also concentrates on the prevention of sexually transmitted diseases. The programs include discussion forums and lectures for middle school and apprentice pupils. In conjunction with the Ministry of Education it organises specialist seminars for teachers throughout the Czech Republic. Every year it organises a national congress on sex education.

155. In the most extensive education program Elementary School, sex education forms part of family education. School directors are responsible for the actual realisation of the education program. In addition to theoretical information, the curriculum focuses ever more on learning communication techniques, appropriate arguments, behaviour and decision making with a view to good health, both in theoretical situations and in school daily life and family and out-of-school activities. The content is designed jointly for boys and girls. Certain aspects of the curriculum can be taught separately (e.g. the intimate hygiene of girls and boys, contraceptive methods etc.).

Article 11

Measures to eliminate discrimination against women in employment (paragraph 1)

156. There were no changes in areas covered by letters a) and c) during the monitored period.

157. The Committee **(point 100)** requires the adoption of measures to ensure de facto equal opportunities for men and women in the labour market. The Committee presents a number of proposed measures to achieve this objective. The following is a list of the measures adopted by the Czech Republic.

Rights to equal opportunities in employment, including the application of the same criteria of selection in employment (letter b)

158. The Priorities program gave all ministries the long-term task of actively supporting through concrete measures the selection of the appropriate candidates for positions in government bodies and for managerial positions, both in ministries and in the authorities and institutions under their control. In 2003, this task was expanded to include "the adoption of concrete measures to achieve the balanced representation of men and women in managerial positions and work collectives". This means that ministries should focus on increasing the proportion of the numerically inferior sex in managerial positions at the relevant level, e.g. as part of their human resources development plan. The aim should be to achieve balanced work collectives where the members of one sex will, within a certain period, make up at least 30 % of people in the relevant function, while taking into account the specific requirements of individual ministries. There is still resistance to introducing any form of positive action. More than half of ministries have not adopted any specific measures to achieve a balanced representation of men and women in managerial positions and work collectives.

159. The Ministry of Industry and Trade began an organizational and personnel audit, whose results will be incorporated in the proposal for a new organizational structure as of 1 January 2005. The audit will include a new gender analysis. At present, (February 2004), the gender principle's inclusion in the wording of the collective bargaining agreement for 2003 is being prepared.

160. In 2003, the Ministry of Information Technology adopted an internal regulation – Internal Ministerial Notice, under which the balanced representation of men and women should be systematically ensured in the recruitment of personnel and selection for managerial positions.

161. The Minister of Defence issued an internal normative act – Order of the Ministry of Defence entitled Promoting the principle of equality for men and women working for the Ministry of Defence[56] This guarantees women – female professional soldiers the same course of service as men, with the exceptions stated by law, the so-called special features of women's service.

Table 26: Women's participation in decision-making procedures of managerial positions in ministries as at 31 December 2000

Position	minister	deputy minister		dept. manager			section manager			other specialist employees			director of ministerial institution			head of detached workplace		
Ministry	M/W	M	W	M	W	%W	M	W	%W	M	W	%W	M	W	%W	M	W	%W
Transport and Communications	M	3	2	14	2	12.5	33	12	26.7	133	129	49.2	3	0	0	6	0	0
Finance	M	7	0	34	10	22.7	93	62	40.0	355	679	65.6	-	-	-	-	-	-
Culture	M	3	1	4	9	69.2	13	15	53.6	57	129	69.2	-	-	-	-	-	-
for local development	M	7[1]	0	20	8	28.6	28[2]	17	37.8	114	195	63.1	3	1	25	9	0	0
Defence: professional soldiers, civilian employees[3]	M	1 3	0 0	63 6	0 1	total 1.4	98 17	1 5	total 4.9	409 159	28 240	total 32.0	-	-	-	-	-	-
Labour and Social Affairs	M	6	1	10	10	50.0	29	26	47.3	142	339	70.4	86	21	19.6	6	8	57.1
Industry and Trade	M	5	1	43	13	23.2	70	24	25.5	364	344	48.6	456	56	10.4[5]	-	-	-
Justice[4]	M																	
Education, Youth and Phys. Ed.[4]	M																	
Interior	M	3	2	38	8	17.3	127	69	35.2	1143	757	39.8	8	3	27	-	-	-
Foreign Affairs: overseas offices	M	8	2	23	5	17.9	45	15	25	218 736	371 290	63 28.3	6	0	0	- 99	- 17	- 14.6
Health[4]	M																	

[56] No. 29/2002 as amended by RMO 43/2003 (1st amendment) the regulation of soldiers' service by Act No. 221/1999 Coll., on Professional Soldiers, as amended, and related decrees.

Position	minis ter	deputy minister		dept. manager			section manager			other specialist employees			director of ministerial institution			head of detached workplace		
Ministry	M/W	M	W	M	W	%W	M	W	%W	M	W	%W	M	W	%W	M	W	%W
Agriculture	M	7	0	81	12	14.9	50	24	48	345	451	76.5	135	11	7.5	-	-	-
environment	M	5	2	19	35	64.8	34	17	33.3	175	250	58.8	13	1	7.1	7	2	22.2
Office of the Govt.: minister M dep prime minister prime minister	M	1	1	20	7	25.9	29	18	38.3	126	138	52.3				5	1	16.6
Total		59	12	375	120	24.2	666	305	31.4	4476	4340	49.2	710	93	11.5	132	28	17.5

1) incl. directors of offices 2) incl. representatives of dept. managers 3) incl. the General Staff 4) ministry did not offer data 5)includes state companies, companies in liquidation, budget and contributory organizations.

Table 27: Women's participation in decision-making procedures of managerial functions in ministries as at 31 December 2001

Position	minis ter	deputy minister		dept. manager			section manager			other specialist employees			director of ministerial institution			head of detached workplace		
Ministry	M/W	M	W	M	W	%W	M	W	%W	M	W	%W	M	W	%W	M	W	%W
transport and communications	M	3	1	15	3	16.7	37	9	19.6	162	151	48.2	-	-	-	-	-	-
Finance	M	5	1	32	11	25.6	89	64	41.8	422	761	64.3	-	-	-	-	-	-
Culture	M	2	1	5	6	54.5	9	17	65.4	63	131	67.5	33	6	15.4	-	-	-

Position	minister	deputy minister		dept. manager			section manager			other specialist employees			director of ministerial institution			head of detached workplace		
Ministry	M/W	M	W	M	W	%W	M	W	%W	M	W	%W	M	W	%W	M	W	%W
for local development	M	7	0	20	8	28.6	30	20	40.0	111	192	63.4	3	1	25.0	-	-	-
defence: professional soldiers, civilian employees[2]	M	1 2	0 1	61 9	0 0	0 0	98 21	1 5	1.0 19.2	369 214	24 246	6.1 53.5	-	-	-	-	-	-
labour and social affairs	M	5	2	9	12	57.1	32	26	44.8	146	292	66.7	79	12	13.2	-	-	-
Industry and trade	M	6	1	42[1]	10	19.2	57	27	32.1	243	315	56.8	350[3]	43	10.9	-	-	-
Justice	M	2	1	11	2	15.4	13	14	51.9	55	152	73.4	5	0	0	-	-	-
education, youth and phys. ed.	M	4	1	24	6	20.0	17	11	39.3	93	241	72.2	18	7	28.0	-	-	-
Interior	M	4	1	36	9	20.0	134	73	35.3	1006	797	44.2	6	1	14.3	-	-	-
foreign affairs: overseas offices	M	5	1	30	5	14.3	47	14	22.9	376 900	337 360	47.2 28.6	5	0	0	94	15	13.8
Health	M	4	0	11	10	47.6	11	24	68.6	79	155	66.2	-	-	-	0	1	100
agriculture	M	7	0	64	12	15.8	53	25	32.1	336	457	57.6	6	0	0	-	-	-
environment	M	4[1]	3[1]	26	10	27.8	37	28	43.1	164	232	58.6	13	1	7.1	-	-	-
Office of the Govt.: minister dep. prime minister prime minister	M M M	1	2	21	8	27.6	25	18	41.9	109	193	63.9	-	-	-	-	-	-
Total in 2001		62	16	416	112	21.2	710	376	34.6	4848	5036	50.9	518	71	2.1	94	16	14.5
Total in 2000		59	12	375	120	24.2	666	305	31.4	4476	4340	49.2	710	93	11.6	132	28	17.5

1) including senior managers

2) including the General Staff

3) includes state companies, companies in liquidation, budget and contributory organizations.

Table 28: Women's participation in decision-making procedures of managerial positions in ministries as at 31 December 2002

Position	minister	deputy minister		dept. manager			section manager			other specialist employees			director of ministerial institution			head of detached workplace		
ministry	M/W	M	W	M	W	%W	M	W	%W	M	W	%W	M	W	%W	M	W	%W
transport and communications	M	3	2	15	3	16.7	43	11	20.4	176	129	42.3	-	-	-	-	-	-
Finance	M	8	2	28	9	24.3	91	71	43.8	400	735	64.8	2	1	33,3	323	111	25.6
Culture	M	2	1	4	7	63.6	10	17	63	61	138	69.3	33	6	15,4	-	-	-
for local development	M	7	1	13	8	38.1	31	20	39.2	107	133	55.4	2	1	33,3	3	1	25
defence:	M	1	0	52	1	1.9	102	0	0	358	30	7.7	-	-	-	-	-	-
professional soldiers, civilian employees[1]		5	1	53	1	1.9	108	21	16.3	564	918	61.9						
labour and social affairs	M	5	2	9	12	57.1	32	26	44.8	146	292	66.7	79	12	13,2	-	-	-
industry and trade[2]	M	5	0	35	5	12.5	66	33	33.3	387	198	33.8	328	45	12,1	-	-	-
Justice	M	2	1	13	1	7.1	18	17	48.6	68	169	71.3	4	0	0	-	-	-
education, youth and phys. ed	W	4	1	23	8	25.8	15	12	44.4	106	256	70.7	-	-	-	-	-	-
Interior	M	5	1	36	11	23.4	105	48	31.4	1213	1236	50.5	6	4	40	-	-	-
foreign affairs – overseas offices	M	9	1	28	10	26.3	56	19	25.3	536	347	39.3	5	0	0	100	17	14.5

Position	minister	deputy minister		dept. manager			section manager			other specialist employees			director of ministerial institution			head of detached workplace		
ministry	M/W	M	W	M	W	%W	M	W	%W	M	W	%W	M	W	%W	M	W	%W
Health	W	4	1	10	11	52.4	12	15	55.6	71	185	72.3	-	-	-	-	1	100
agriculture	M	8	0	64	12	15.8	53	25	32.1	336	457	57.6	6	0	0	-	-	-
environment	M	7	1	29	9	23.7	38	28	42.4	186	272	59.4	13	1	7,1	-	-	-
Office of the Govt.: deputy prime minister prime minister	4M M	2	1	25	10	28.6	19	18	48.6	121	198	62.1	-	-	-	-	-	-
Total in 2002	12M/2W	77	16	437	118	21.3	799	381	32.3	4836	5693	54.1	478	70	12,8	426	130	23.4
Total in 2001	14M	62	16	416	112	21.2	710	376	34.6	4848	5036	51	518	71	12,1	94	16	14.5

1 – incl. the General Staff; 2 – includes state companies, companies in liquidation, budget and contributory organizations.

Note: the senior office director is given in the column "deputy minister", if subordinate directly to the minister; the senior office director is given in the column "dept. manager", if subordinate to the deputy minister.

Measures of state administration

162. When recruiting women for managerial positions ministries apply the principle of objective criteria, such as level of education, specialist experience etc. A trend can be seen whereby the number of women is rising in lower decision-making positions (section managers); however, in higher such positions (department director, ministerial deputy) the number of women is falling.

163. The Ministry of Defence incorporated the principle of equal access for men and women and equal treatment in the Order of the Minister of Defence *Promoting the principle of equality for men and women working for the Ministry of Defence*, which was issued with effect from 4 August 2002. A gender analysis performed as at 31 December 2002 in the Ministry of Defence showed that, despite the Ministry's specific requirements, there was a natural increase in the number of women in managerial systemised positions, including in specialised systemised positions, both in a service and an employment relationship, including a rise in the number of women in work collectives generally. See the following table.

Table 29: Women's representation in the Army of the Czech Republic before and after the Order's issue

Year	Women's representation in the army (%)
2000	8.2
2001	19.7
2002	12.6

164. As at 31 December 2002, the Ministry of Defence, including the General Staff of the Army of the Czech Republic, saw an increase of 2 % against 2001 in the number of women in the position of senior manager and department director, while women's representation rose from 4.8 % to 9.1 % in

the position of section manager and from 31.6 % to 51 % for other specialist positions. The occupancy of managerial systemised positions in a service relationship in the Army as at 31 December 2002 was positive in this regard.

165. Research was performed on the role and employment of women in the Army of the Czech Republic. This showed that 70 % of female soldiers wanted to perform so-called typical male professions. They were chiefly employed, however, in business, administrational, legal, personnel and technical functions linked to their previous choice of study discipline. Women are appearing ever more frequently in positions which until not long ago had been exclusively the preserve of men. Examples include a female pilot of the tactical air-force, specialists in flight research or a parachute expert. In the tank divisions there are female drivers of battle research vehicles, tank technology, and female teachers of training for track vehicles. The military police has 10 % representation of women, and one female policewoman is a member of the personal bodyguard of the Minister of Defence. Generally the number of women commanders is also increasing. Objective statistical surveys show that more than 20 % of command positions are held by women, even though these are predominantly positions of lower command and management.

166. Since 1998, the Ministry of the Interior has only monitored the number of women in managerial positions in the Ministry, and not in subordinate organizations (the Police and the Fire Service)[57]. In 2001, the Ministry compiled gender statistics within the Ministry (including the Police) for the years 1995 – 2001. Since 2001, the survey, which focuses on the equal status of men and women in the Ministry, has been performed on a yearly basis and also monitors the numbers of women and men in managerial positions. At present, the representation of men and women is balanced in certain departments, or in some cases favours women. For example, in the Ministry's middle police schools, the number of women in managerial positions during the monitored period ranges around 23.5 % at manager level and 29 % at departmental director deputy level, over 33 % of faculty heads and 40 % of section managers, and up to 46.5 % at the level of district record office manager. The figures show a gradual change in the Ministry, particularly in the category of civilian employees, where women represent one quarter of deputies and department managers, and more than half of managerial deputies and section managers.

167. In 2003, the Ministry of the Interior issued an order stipulating priorities in promoting equality for men and women and the means of ensuring their fulfilment. This comes into effect for the Ministry of the Police and the general directorate of the Fire Service in 2004.

168. The Fire Service has a lower overall representation of women, and consequently a small number of women in managerial positions. Women's employment in direct service in the Fire Service is held back by the need for compliance with conditions for the protection of employees' health at work (Order 178/2001 Coll., as amended).

169. Women have low representation in managerial positions in the Police. The number of female managerial employees is low throughout, with the exception of section manager and deputy

[57] The police are subordinate to the Ministry of the Interior. Their activity is governed by the Police Board of the Czech Republic, at whose head is the Police President. The Police President is responsible to the Minister for the police's activity. The General Directorate of the Fire Service is part of the Ministry of the Interior. The General Director of the Fire Service is one of the deputies to the Minister of the Interior.

departmental manager levels, where women make up one third (among police officers one tenth of managerial employees – civilian employees. There are almost no women in managerial functions in departments with national and regional powers. The exception is in regional administration at the level of deputy departmental manager, although women do not even comprise one-tenth the number of men in these managerial functions.

170. The Ministry of Justice has not yet produced a document defining active support for the selection of suitable candidates or regulating procedure in selecting employees for managerial positions. Women are represented in managerial positions practically throughout the Ministry, both in the highest positions and in positions at lower levels (Chairwoman of the Supreme Court, Chief Public Prosecutor, Head of Regional Public Prosecutors, General Director of the Prison Service, Deputy to the Minister of Justice etc.). Under the Priorities program for the equal representation of men and women, the Ministry of Justice is currently drafting internal regulations whose implementation will lead to the selection of suitable candidates in positions in government bodies and to the balanced representation of both sexes in managerial functions and work collectives. The General Director of the Prison Service issued Order no. 39/2003 *The Code of Employees' Professional Ethics*, which contains a prohibition on any form of discrimination on the basis of sex.

Table 30: Women's participation in decision-making procedures since 1999 and their representation in positions with decision-making powers at the Ministry of Justice of the Czech Republic

	managerial employees	Deputies	dept. managers	section managers
1999	Men	2	11	13
	Women	1	2	17
2000	Men	2	11	13
	Women	1	3	17
2001	Men	2	11	13
	Women	1	3	18
2002	Men	2	14	15
	Women	1	3	18
2003	Men	2	14	15
	Women	1	3	18

Table 31: Representation (in %) of women judges at all judicial levels, 1999-2003

	As at 1.1.1999			as at 1.1.2000			as at 1.1.2001			as at 1.1.2002			as at 1.1.2003			as at 1.10.2003		
Courts	Registered no.	Of which no. of women	%	Registered no.	Of which no. of women	%	Registered no.	Of which no. of women	%	Registered no.	Of which no. of women	%	Registered no.	Of which no. of women	%	Registered no.	Of which no. of women	%
District courts	1451	992	68	1491	1007	68	1545	1025	66	1613	1058	66	1667	1098	66	1693	1108	65
Regional courts	602	342	57	636	364	57	841	501	60	847	499	59	859	520	61	869	532	61
Regional commercial courts	157	105	67	166	109	66												
Supreme court	53	14	26	53	12	23	52	14	27	51	13	26	51	12	24	57	14	25
High courts	127	58	46	135	66	49	139	63	45	149	72	48	1212 6	60	48	129	59	46
Supreme admin. court*													13	7	54	22	11	50
Total	2390	1511	63	2481	1558	63	2577	1603	62	2660	1642	62	2716	1697	63	2770	1724	62

**The Supreme Administrative Court was established 1 January 2003. The regional commercial courts were cancelled 1 January 2001.*

Table 32: Representation (in %) of women judges at all judicial levels

	as at 1.1.1999			as at 1.1.2000			as at 1.1.2001			as at 1.1.2002			as at 1.1.2003			as at 1.10.2003		
Courts	Registered no.	Of which no. of women	%	Registered no.	Of which no. of women	%	Registered no.	Of which no. of women	%	Registered no.	Of which no. of women	%	Registered no.	Of which no. of women	%	Registered no.	Of which no. of women	%
District courts	1451	992	68	1491	1007	68	1545	1025	66	1613	1058	66	1667	1098	66	1693	1108	65
Regional courts	602	342	57	636	364	57	841	501	60	847	499	59	859	520	61	869	532	61
reg. comm. courts	157	105	67	166	109	66												
High courts	127	58	46	135	66	49	139	63	45	149	72	48	126	60	48	129	59	46
supreme court	53	14	26	53	12	23	52	14	27	51	13	26	51	12	24	57	14	25
supreme admin. court*													13	7	54	22	11	50
Total	2390	1511	63	2481	1558	63	2577	1603	62	2660	1642	62	2716	1697	63	2770	1724	62

**The Supreme Administrative Court was established 1 January 2003. The regional commercial courts were cancelled 1 January 2001.*

Table 33: Survey of women's participation in managerial positions in public prosecutor's offices, 1999-2003

	As at 1.1.1999			as at 1.1.2000			as at 1.1.2001			as at 1.1. 2002			as at 1.1.2003		
Position	Reg. no.	Of which	%	Reg. no.	Of which	%	Reg. no.	Of which	%	Reg. no.	Of which	%	Reg. no.	Of which	%
NPP	1			1	1	100%	1	1	100%	1	1	100%	1	1	100%
Dep. NPP	1	1	100%	2			2			2			2		
CPP	2			2			2			2			2		
Dep. CPP	3			2			3			3			3		
RPP	8	2	25%	8	3	38%	8	3	38%	8	3	38%	8	3	38%
Dep. RPP	7	2	29%	8	4	50%	9	5	56%	10	5	50%	11	6	55%
DPP	83	34	41%	85	35	41%	82	36	44%	83	36	43%	84	36	43%
Dep. DPP	81	44	54%	80	48	60%	82	51	62%	73	52	71%	79	53	67%
Total in CR	186	83	45%	188	91	49%	189	96	51%	182	96	53%	190	99	52%

171. The Prison Service has seen a long-term increase in the number of women in managerial positions. At present, of a total of 10 725 employees, women make up 2 591, or 24.16 %. Of the 37 directors of organizational units, 2 are women, or 5.40 %, and there are 2 women among the 75 deputies to the general director and deputies to the directors of other organizational units, a ratio of 2.66 %. Of the 10 directors at the general directorate, women make up 40 %. Women represent more than a quarter (25.31 %) of the 391 section managers of all organizational units, and almost one fifth (19.40 %) of the 237 managerial officers of all organizational units.

Measures of the regions

172. As mentioned in the introduction, the decentralisation of administration led to the establishment of 14 higher territorially self-governing units – regions. The Act on the Regions, which regulates the basic questions of status, powers, organization and competence of the regions (No. 129.2000 Coll.) requires that the equal representation of men and women always be taken into account for officials and all managerial levels in the recruitment of applicants and appointment of managerial officials for the regions. The data below have been compiled on the basis of information provided by the individual regions.

173. The governor is the region's chief representative; he/she is represented by a deputy, or deputies. The governor and the deputy are elected by the council from among its members. He/she is responsible to the council for his/her position. Although women are strongly represented in the regional authorities, this only applies up to a certain level of management. No women fill the position of governor, although several women perform the role of deputy to the governor. Women's numbers are increasing at lower managerial levels – section managers etc.

174. The Moravia-Silesia region currently has 62 managerial employees in the regional authority, of which 33 are women 33 (53 %) and 29 men (47 %).

175. Carlsbad region

Table 34: Number of employees according to position and work classification from the authority's foundation to the end of 2003.

		Total employees		Dept. manager		Section manager	
		absolute no.	%	absolute no.	%	absolute no.	%
2003	men	95	36	13	65	22	51
	women	167	64	7	35	21	49

176. Vysočina region

Table 35: Number of employees according to position and work classification from the authority's foundation to the end of 2003.

2003		Ordinary employee		Section manager		Dept. manager	
		absolute no.	%	absolute no.	%	absolute no.	%
	men	108	36.7	18	46.2	11	73
	women	186	63.3	21	53.8	4	27

177. There are 55 members of the Olomouc regional council, of which 6 are women. The regional authority comprises 15 departments, three of which are managed by a woman. The 15 departments are themselves broken down into 50 sections; in two of these a manager has yet to be appointed, while in the remaining 48 sections 23 are headed by women. The Olomouc regional assembly has 11 members, of which one is a woman.[58]

[58] The Olomouc region is also setting up a wide variety of contributory organisations. In the field of education it has established 158 facilities. Fifty-seven of these facilities are headed by women. In the health sphere it has set up 13 facilities. Five facilities are headed by women. In the field of culture, it has set up 9 facilities, two of which are headed by women. In the area of social affairs it has set up 32 organisations, 15 of which are headed by women. In transport it has set up the only such organisation, which is headed by a man.

Table 36: Number of employees according to position and work classification from the authority's foundation to the end of 2003.

		dept. manager		section manager		total employees	
		absolute no.	%	absolute no.	%	absolute no.	%
2001	men	10 incl. director	76.9	14	60.9	37	28.5
	women	3	23.1	9	39.1	93	71.5
2002	men	12 incl. director	80.0	25	50.0	47	28.8
	women	3	20.0	25	50.0	116	71.2
2003	men	12 incl. director	80.0	25	50.0	105	28.9
	women	3	20.0	25	50,0	258	71.1

178. No specific measures are adopted in the Hradec Králové region to achieve a balanced representation of men and women.

179. Women make up 64 % of people employed by the regional authority of the South Bohemia region. In total, 6 % of managerial positions, which comprise 15 % of the total number of employees, are occupied by women, most often in the position of section manager (5 %). Of almost 50 positions occupied in the regional authority during the first half year, 30 were filled by women.

Table 37: Number of employees according to position and work classification from the authority's foundation to the end of 2003.

Year	Sex	Dept. managers + director		Section managers		officials		Total employees	
As at 31.12. 2001	Men	9	75%	26	76%	36	24%	71	36%
	Women	3	25%	8	24%	115	76%	126	64%
As at 31.12. 2002	Men	11	85%	21	55%	59	29%	91	35%
	Women	2	15%	17	45%	148	71%	167	65%
As at 31.12. 2003	Men	11	85%	24	53%	116	31%	151	35%
	Women	2	15%	21	47%	254	69%	277	65%

The right to equal remuneration for work of the same value (letter d)

180. Traditionally high levels of employment among women still apply in the Czech Republic. Problems continue chiefly in the division of the labour market according to sex, including the feminisation of certain sectors, lower earnings for women and their wage discrimination, in obstacles to attaining managerial and decision-making positions both in the corporate and the public sectors, the unequal status of persons caring for children (generally women), and last but not least the tendency to prefer women when making people redundant. The clearest sign of inequality for men and women in

employment remains the real difference in remuneration. Women's educational level is high and plays a significant role in their high levels of employment. Nevertheless, the traditional separation of "female" and "male" disciplines still persists. Social stereotypes concerning these professions originate and are perpetuated during the stage of socialisation in education processes.

181. The unequal representation of either sex in certain professional spheres is caused among other things by prevailing gender stereotypes on professions considered suitable for men on the one hand and women on the other. These stereotypes also apply when choosing a profession and play a major role in influencing the choices of girls and boys after completing elementary school. The Priorities program for 2002 is dedicated to eliminating unequal representation in the labour market[59]. Future segmentation of the labour market is already apparent in the choice of study disciplines, which are influenced mainly by the family but also by teachers and education advisors. In schools and later in professions, girls favour social sciences and humanities, while boys tend to choose technical disciplines. (See also Article 10).

182. In 2002, the Ministry of Labour and Social Affairs performed a gender analysis for employment (or unemployment); its results make it possible to monitor the unequal status of men and women on the labour market to the detriment of women. For example:

- Despite the higher proportion of women in the population, there are fewer economically active women than men. Among the economically active sections of the population, men constitute a higher proportion of the employed (men 56.7 %, women 43.3 %) and women of the unemployed;
- Although the level of the population's economic activity is high (59.9), for women as a whole it is lower (51.0 %); in the lower age groups the reason for economic inactivity apart from training for a profession is also caring for children;
- The proportion of members of the population over 15 who are employed is 55.2 %; the proportion of men is 56.7 % and of women 43.3 %;
- The proportion of men engaged in business is substantially higher as employers or as entrepreneurs; women are rather represented (other than as employees) as assisting family members;
- Men's representation is higher in sectors I (agriculture and forestry) and II (industry and construction), particularly in construction, whereas women have a higher representation in sector III (services), (particularly in education);
- The proportion of men working in full employment is higher (97.2 %) than for women (89.8 %). Only 2.1 % of men make use of short hours, while for women the proportion is 7.9 %. The

[59] Point 3.4: "To encourage individual skills and interests, both in girls and women, boys and men, for training in disciplines that are considered untraditional with regard to sex." This task is met on an ongoing basis by the Ministry of Education at meetings of MoE employees with teachers and other employees responsible for career advice at elementary schools. The MoE's agenda comprises an instruction from the Minister of Education (year 2000) to promote equality for men and women in educational procedures in schools and school facilities. This has been proposed for review in the MoE's tasks in 2003.

most common reason given by women is that short hours suit them, and that this is often at the initiative of the employer;

- Women constitute 75 % of "under-employed", i.e., people who do not choose to work shorter hours;
- In comparison with men, women record a higher level of unemployment, particularly in younger age categories;
- Figures on average material security, which are derived from the income of the previous place of employment, show that men still receive better remuneration than women in their work positions (higher employment for men in sectors with higher average earnings, for women shorter experience due to economic inactivity, short hours);
- On average women remain on unemployment records longer than men. The proportion of women is also higher for long-term unemployment, chiefly in the category of more than 24 months' recorded unemployment.

The above data demonstrate that although men and women enjoy the same legal status with regard to employment, in reality women are discriminated against. At an age when men are typically most economically active, women are often inactive due to child-care responsibilities. Women who lose work often find it difficult to find new employment. Their possibilities are limited, for example, by their being unable to do shift work, by problems with travelling to work, or by the fact that the employer is unwilling to employ women due to possible absence from work in the event that they have to care for family members. This results generally in higher unemployment levels for women, including longer-term unemployment.

Table 38: Women's and men's average gross monthly wages from selective surveys

Year	1988	1996	1997	1998	1999	2000	2001	2002
Men	3 968	12 245	14 166	15 323	16 109	17 251	18 481	20 404
Women	2 801	9 449	10 730	11 036	11 793	12 641	13 755	15 217
Ratio (%)	70.6	77.2	75.7	72.0	73.2	73.3	74.4	74.6

Note. In the relevant period there was a dramatic change in the methodology for calculating the average wage (separated by a double line); the schedule for absolute figures is thus not connected and does not have such an inadequate evidential value.

183. In terms of unemployment, women are discriminated against in the amount of material security, which is derived from the demonstrable earnings from the previous employment. Men are better remunerated in their work positions than women, meaning that there is a transferred effect due to inequality of remuneration. Other factors are also evident which may influence this inequality: higher employment for men in sectors with higher average earnings, less experience for women due to economic inactivity or shorter working hours.

184. The difference in earnings for men and women is around 25 % to the disadvantage of women. From 1996 to 2000, the gap has widened by almost 4 %, with women's average earnings now amounting to 73.3 % of those of men. In this context, the Research Institute for Labour and Social

Affairs was asked in 2000 to conduct an analysis of differences in men's and women's earnings. Qualitative factors include the polarisation of men's and women's work into economic sectors with high (male) and low (female) monthly wages; the higher rate of inclusion in standardised tariff levels for work performed by men; the longer hours and overtime worked by men; career breaks taken by women to care for children etc. Due largely to the lack of gender statistics, however, it has not yet been possible to quantify the weight of the individual factors. Data from 2003 are not available and will be processed in the middle of 2004.

Table 39: Women's average wages as a proportion of men's average wages (in %) according to age category

Age category/year	1999	2000	2001	2002
Total	73.2	73.3	74.4	x
up to 19	88.3	88.7	86.7	89.1
20 - 24	84.4	84.5	87.1	88.2
25 - 29	79.2	80.7	82.4	83.7
30 - 34	66.9	67.0	69.5	69.9
35 - 39	67.9	67.4	68.0	66.8
40 - 44	70.3	70.9	71.6	71.0
45 - 49	72.0	72.0	72.7	72.9
50 - 54	74.2	74.6	74.9	74.2
55 - 59	83.7	83.6	85.3	84.3
60 and over	64.2	X	X	x
60 - 64	X	61.7	65.2	70.4
over 65	X	71.8	72.2	70.6

Source: Czech Statistical Office, selective survey "Employees' wages for 1996, 1997, 1998, 1999, 2000 and 2001" Note: In 1999 and 2000 the average monthly wage for the year for employees with 1 700 or more paid hours, and in 2001 1 592 or more paid hours.

Table 40: Women's average wages as a proportion of men's average wages (in %) according to the type of business

Type of business/year	1999	2000	2001
Corporate sphere	73.6	74.5	73.8
Non-corporate sphere	74.9	77.3	78.4
Private	72.1	72.7	72.4
Cooperative	76.6	76.4	76.2
State	74.0	73.0	75.2
Communal	81.9	80.2	81.3
Social organizations	75.2	94.3	84.5
Foreign	60.4	63.8	59.7
International	71.7	73.3	72.5
Mixed	74.9	79.5	81.2

Source: Czech Statistical Office, selective survey "Employees' wages for 1996,1997,1998 and 1999, 2000 and 2001" Note: In 1999 and 2000 the average monthly wage for the year for employees with 1 700 or more paid hours, and in 2001 with 1 592 or more paid hours Note.: The type of economic activity was removed from the survey of the wage structure for 2002. In other wage surveys, it is not possible to monitor by sex.

Table 41: Women's average wages as a proportion of men's average wages (in %) in the main employment categories

Main employment categories/year	1999	2000	2001	2002
Total	73.2	73.3	74.4	74.6
Legislators, senior and managerial employees	52.6	54.2	55.0	58.7
Scientists and intellectual workers	66.8	68.3	70.8	74.1
Technicians, health and pedagogic workers	72.1	70.4	71.5	74.5
Lower administrative employees	78.3	78.0	78.9	78.9
Operational employees in services and business	74.3	74.5	74.5	74.5
Skilled workers in agriculture, forestry and fishing	83.6	84.7	85.6	88.7
Craftspeople, skilled workers in industry	68.0	69.2	68.3	71.2
Machine and equipment servicing	72.5	74.9	74.7	74.6
Auxiliary and unskilled workers	76.0	77.5	78.4	77.0

Source: Czech Statistical Office, selective survey "Employees' wages for 1999, 2000 and 2001" Note: In 1999 and 2000 the average monthly wage for the year for employees with 1 700 or more paid hours, and in 2001 with 1 592 or more paid hours.

Table 42: Average women's wages as a proportion of average men's wages according to education (in %)

Education/year	1999	2000	2001	2002
Total	73.2	73.3	74.4	76.5
Elementary	74.7	74.3	74.9	71.3
Training and middle without leaving certificate	69.5	70.1	70.8	x
Full middle with leaving certificate	72.7	72.7	74.5	76.7
University	62.3	63.4	65.4	65.1
Technical college and BA	x	69.5	73.5	72.2

Source: Czech Statistical Office, selective survey "Employees' wages for 1996,1997,1998 and 1999, 2000 and 2001" Note: In 1999 and 2000 the average monthly wage for the year for employees with 1 700 or more paid hours, and in 2001 with 1 592 or more paid hours.

185. A problem that is closely linked to unequal remuneration is the status of women in the social system, which essentially duplicates their position in the labour system. This is reflected chiefly in lower income. Women often voluntarily choose employment that is less demanding in terms of time, and are satisfied with less-qualified and less responsible positions. The reason is the need to combine work obligations with caring for the family and children, duties which fall mainly on women's shoulders.

186. Local employment bodies/employment offices promote the principle of equality between men and women and monitor compliance with labour-law regulations. Their monitoring of compliance with the prohibition on discrimination, as well as the principle of the same remuneration for work of the same value, resulted in a total of 63 fines being imposed on employers between 2000 and 2002. In total, the fines amounted to CZK 3 863 000[60]. The majority concerned discrimination on grounds of age and sex. The employment offices also stated that these forms of discrimination are generally covert and are very difficult to identify, prove and prosecute. As a result, the employment offices also investigated a number of suspected cases of discrimination on the part of employers, although these remained unproven.

187. In 2002, employment offices conducted a total of 10 583 investigations. The following was found with regard to discrimination: 76 violations of the Employment Act, 193 violations of the Labour Code and 57 violations of the Act on Wages, Remuneration for Work Stand-by and Average Earnings. These figures include the number of violations of legal regulations relating to discrimination and irrespective of the grounds for discrimination. They therefore also include cases of discrimination on grounds of age, state of health etc. The investigations also check for compliance with the prohibition on discrimination in employment. Where shortcomings are found, employers are required to remedy them within a specified period.

Adopted measures

188. In 1999, the Government of the Czech Republic approved the *National Employment Plan*[61]. The program (today the *National Employment Action Plan*) represents a medium-term employment strategy based on the needs of the Czech Republic. One of the plan's specific objectives is to stipulate and implement a coordinated employment policy, i.e. linked to the Government's overall economic, social, educational and regional policy. The strategy rests on four main pillars, where the fourth pillar is devoted to supporting the elimination of any form of discrimination in the treatment of men and women concerning access to all types of work and remuneration for such work. The National Employment Action Plan is updated each year and evaluated in a separate document.

Current legislation

189. With effect from 1 October 1999, the Employment Act (No. 1/1991 Coll.) includes a prohibition on discrimination in enforcing employment rights on the grounds of sex. A citizen may not be denied the right to employment for other reasons as well, including sex, marital or family status or family obligations. The Act also prohibits discriminatory offers of employment. In 2002, the Act underwent a further important amendment resulting in the prohibition of indirect discrimination.

[60] Generally, employment offices can impose a fine up to CZK 250 000 on employers for culpable breach of regulations; in the event of repeated violation the fine can rise to CZK 1 000 000.

[61] Govt. Resolution no. 418 of 5 May.

Indirect discrimination means "also such conduct which discriminates not directly but in its consequences, as well as conduct that instigates discrimination."

190. The amendment from 2002[62] also established a legal framework for the implementation of so-called positive action. According to the Act's specific wording, positive action may not be considered discriminatory.

Employees in general

191. The Labour Code (No. 65/1965 Coll.) states that in the event of a violation of rights and obligations in labour relations relating to the equal treatment of men and women, the employee is entitled to demand that the violation cease, that the consequences of such violation be remedied and that he/she receive adequate compensation. If an employee's dignity or reputation in the workplace has been significantly compromised, and remedial action is inadequate, the employee shall be entitled to financial compensation for non-material loss. The size of the compensation is determined by a court upon the employee's petition, and shall take into account the gravity of the loss incurred and the circumstances that led to the violation of rights and obligations. The relevant person may have recourse to the employment office, which shall order the employer to take remedial action; where relevant it may also impose a fine. The second option is litigation.

192. The Labour Code also regulates the employers' obligation to ensure equal treatment for all employees with regard to their work conditions, including remuneration for work and other pecuniary payments and payment of the pecuniary value, specialist training and the opportunity for promotion in the employee's position or otherwise. Labour-law relations prohibit any form of discrimination of employees, above all on grounds of sex. Also prohibited is conduct by the employer which discriminates not directly but in its consequences. Labour-law relations also prohibit unwelcome behaviour of a sexual nature in the workplace which is unwanted, inappropriate or insulting, or which may justifiably be perceived by the second party in the labour-law relations as grounds for decisions that affect the performance of rights and obligation under labour-law relations.

193. The employer may not in any manner pressurise or discriminate against an employee who seeks through law to enforce his/her rights and entitlements under labour-law relations.

State employees

194. The Service Act (No. 218/2002 Coll.), which has yet to come into effect, includes the principle of equal treatment for all state employees concerning the conditions of the performance of the service, remuneration and other financial payments, education and the opportunity to achieve promotion in the service. The Act also prohibits discrimination in service relations on a number of grounds, including on grounds of sex. Neither may a person's human dignity be denigrated in service relations. Denigration of a state employee's human dignity is understood to mean sexual conduct that is unwelcome, inappropriate or insulting, or which may be justifiably perceived by another state employee as grounds that influence the performance of rights and obligations under the service relationship.

[62] Act No. 220/2002 Coll., amending the Employment Act (No. 1/1991 Coll.) and the Act on Employment and powers of the Authorities of the Czech Republic with regard to Employment (No. 9/1991 Coll.).

195. The Act also regulates the entitlements that a state employee may claim in the event of a violation of rights or obligations under the prohibition on discrimination in the service relationship[63]. It also introduces a rebuttable legal presumption in proceedings relating to the service relationship, whereby the service authority shall accept allegations that the party to the proceedings has been directly or indirectly discriminated against on grounds of his/her sex, nationality or race, unless the proceedings prove otherwise. The Service Act also contains the principle of equal pay for the same work or work of the same value.

196. The Act on Professional Soldiers (No. 221/1999 Coll.) states the obligation on service authorities to ensure equal access and equal treatment for all potential recruits and for all soldiers when formulating conditions for the performance of service, particularly with regard to specialist training and promotion, remuneration and other pecuniary payments. Discrimination is prohibited against potential recruits and soldiers on grounds of race, skin co'our, sex, sexual orientation, faith and religion, nationality, ethnic or social origin, property, family, marital or family status and family obligations, pregnancy or maternity or because a female soldier is breastfeeding. Also prohibited is any conduct on the part of service authorities that discriminates not directly but in its consequences. Such conduct also includes inducement to discrimination. Unequal treatment due to the nature of the service performed by a soldier, and which is essential for the performance of the service, shall not be regarded as discrimination.

197. An amendment to the Act on Professional Soldiers (No. 254/2002 Coll.) defined the prohibition on the abuse of rights and obligations under the service relationship to the detriment of another soldier or the denigration of his/her dignity in such a way that denigration of dignity covers not only unwelcome sexual conduct but also all forms of harassment of a non-sexual nature. A violation in the service relationship of rights and obligations relating to the equal treatment of soldiers or unwelcome sexual behaviour in performance of the service shall entitle a soldier to demand that such conduct cease and that its consequences be remedied. Service authorities may not in any manner pressurise or discriminate against a soldier who seeks through law to enforce his/her rights and entitlements under the service relationship.

198. For the sake of completeness, we can mention a further amendment to the Act on Professional Soldiers (No. 309/2002 Coll.). This introduces the principle of the converse burden of proof in proceedings before a service authority. The provision states that "the service authority shall accept allegations that the party to the proceedings has been directly or indirectly discriminated against on grounds of his/her sex, nationality or race, unless the proceedings prove otherwise."

Protection of remuneration

199. The Act on Wages, Remuneration for Work Stand-by and Average Earnings (No. 1/1992 Coll.) contains the principle of the same wage for the same work or for work of the same value for men and women.

[63] In such case employee is entitled to demand that such violation or conduct cease, the consequences of such violation be remedied and that he/she receive adequate satisfaction. A court shall decide on these demands. If the state employee's dignity or reputation in the service relationship have been gravely compromised, and no adequate remedial action has been taken, the state employee is entitled to receive financial compensation from the service authority for non-material loss. The size of the non-material loss is determined by a court at the petition of the employee, taking into account the gravity of the loss and the circumstances in which the violation of rights or obligations occurred.

200. The Act on Pay and Remuneration for Work Stand-by in Budgetary and in certain other Organizations and Institutions (No.143/1992 Coll.) contains the same regulation with effect from 1 January 2001.

201. Since 1 January 2003, the Code of Civil Procedure (Act No. 99/1963 Coll.) has contained the principle of converse burden of proof in labour cases where discrimination is on grounds of sex[64]. The transfer of proof improves the chances of victims of discrimination. Since 1 January 2003, parties in cases of protection against discrimination on grounds of sex may be represented by a legal entity in the proceedings, for example by a non-governmental non-profit organization, if such organization's activities include protection against discrimination as laid down in its statutes.

202. The new Act on Equal Treatment and Protection against Discrimination (point 31) will contain a definition of direct and indirect discrimination.[65] The Act regulates the right to equal treatment and protection against discrimination on grounds of race or ethnic origin, sex, sexual orientation, age, disability, religion or faith, language, political or other opinions, nationality, membership or activity in political parties, trade-union organizations and other associations, social origin, property, birth, state of health, marital and family status, family obligations or other status[66].

Eligibility for social security (letter e)

Old-age pension

203. Conditions concerning entitlement to and the calculation of old-age pension are contained in the Act on Pension Insurance (No. 155/1995 Coll.). This specifies uniform rules to determine the amount of old-age pension for men and women, with the exception of the age of eligibility for old-age pension. In 1995, the retirement age for old-age pension was 60 for men and 53-57 for women, depending on the number of children they had reared. The adoption of the Act on Pension Insurance[67] in 1995 began the process of the gradual increase in retirement age, by 2 months a year for men and 4 months a year for women up to 2007, at which point the retirement age for men will be 62 and for women 57-61. The faster rate of increase for women will reduce the differential in retirement age for men and women. A draft amendment to the Act should see the retirement age for men and women increase after 2007 until a uniform age of 63 is reached in 2025.

204. Uniform rules for determining men's and women's pensions provide for differences in pension levels due to the direct relation of the number of years of insurance and earnings on the size of the pension. Men thus receive higher pensions due to longer insurance periods, i.e. the higher age at which men become eligible for a pension and higher earnings during the period of work activity. In

[64] Under the Code of Civil Procedure "allegations that a party has been directly or indirectly discriminated against on grounds of his/her sex, racial or ethnic origin, religion, faith, outlook, disability, age or sexual orientation shall, in work matters, be regarded by a court as proven, unless proceedings show otherwise."

[65] The Act will define discrimination in accordance with the requirements of EU regulations; these are given in the note under the line hereunder.

[66] The proposed Act will, among other things, implement Directive 2000/43/EU, on the principle of equal treatment between persons, irrespective of their racial or ethnic origin, Directive 76/207/EEC, on the principle of equal treatment for men and women with regard to access to employment, professional education, promotion in employment and work conditions, as amended by Directive 2002/73/EU, Directive 2000/78/EU, which provide a general framework for equal treatment in employment and professions.

[67] Act No. 155/1995 Coll., on Pension Insurance.

practical terms, however, the differentiation in men's and women's earnings is limited by the fact that only a part of higher earnings are included in determining the size of the pension. Differences in average old-age pensions for men and women are also caused by the fact that women are more likely to take early retirement. In the event of early retirement (by up to 3 years), the size of old-age pension falls in proportion to the period missing before the attainment of retirement age. The following table shows the development of different types of old-age pension between 1999 and 2002.

Table 43: Average size of different types of old-age pension for men and women 1999-2002

	Total	Over the age level	Permanent early retirement	Temporary early retirement
	Men			
1999	6 557	6 578	6 386	6 065
2000	6 998	7 047	6 650	6 350
2001	7 594	7 682	7 074	6 743
2002	7 627	7 731	7 044	6 625
	women			
1999	5 390	5 407	5 274	4 941
2000	5 734	5 781	5 459	5 106
2001	6 195	6 278	5 778	5 372
2002	6 221	6 319	5 744	5 255

Widow's and widower's pensions

205. Since 1996, the Act on Pension Insurance (No. 155/1995 Coll.) has brought about an equalisation in men's entitlement to inheritance pension through the provision of a widower's pension under similar conditions to the widow's pension provided to women. The sole difference between the widower's and widow's pensions is the stipulation of the age level at which entitlement to a widow's (or widower's) pension does not lapse. The eligibility for a widow's or widower's pension thus always pertains for a period of 1 year after the death of the spouse, and after that only upon fulfilment of certain conditions, among which is the attainment of the stipulated age level. For women this is 55, or retirement age if this is younger, and for men 58. The average size of widow's and widower's pensions paid between 1999 and 2002 is given in the following table.

Table 44: Average widow's and widower's pensions for 1999-2002

Type of pension		Average monthly size of pension in CZK			
		1999	2000	2001	2002
Widower's	Individual	3 215	3 378	3 620	3 651
	Joint*	7 166	7 711	8 434	8 477
	Total	6 806	7 344	8 039	8 064
Widow's	Individual	4 342	4 584	4 901	4 863
	Joint*	6 420	6 894	7 522	7 546
	Total	6 164	6 628	7 237	7 266

**Meaning the aggregate current widower's or widow's pension and other pension (generally old-age pension).*

206. Certain discrepancies in gender equality can be found in relation to basic pension insurance:

- The different age level at which men and women become eligible for an old-age pension in the basic system (see paragraph 190).
- The different age level for eligibility for a widow's or widower's pension after one year of drawing such a pension. Eligibility is uniform, but different age levels apply to the pension's extension after one year. For women the age level is 55, or retirement age if this is lower, and for men 58, or retirement age, if this is lower.
- Participation in pension insurance on grounds of caring for a child up to the age of four. Men enjoy equal status with women with regard to the inclusion of time spent caring for a child up to the age of four. The only distinction between men and women comes if men really care for the child in question; men have to submit an application for insurance whereas women do not.

Material unemployment security

207. The lower level of material unemployment security for women is due to the fact that, in comparison with men, women have lower earnings as a result of their qualifications and the work positions that they occupied, as employment office records demonstrate. In terms of age, younger women predominate in employment office records. Around 33 % of job-seekers are under 30, and more than 46 % are aged under 35. From this it is evident that the majority are women caring for a small child and who often appear on the records after completing maternity or parental leave. Job-seekers' entitlement to benefit derives in this case from the size of the benefit that they drew during maternity or parental leave. For further information see Article 11 paragraph 2 b).

208. Employment office records show that 18-19 % of job seekers are aged over 50, and that they generally have lower education levels. The vast majority have elementary education or have learnt a skill. At the end of 2002, these two categories of job-seeker comprise more than 65 % of women in employment office records. For example, an analysis performed by the Ministry of Industry and Trade shows that the problem lies fundamentally not in women's employment in industry, but in placing women in management hierarchies, and to an even greater extent in the disproportionate financial value placed on different industrial sector that traditionally employ men or women irrespective of the type of activity performed. These two factors are closely related to regional disparities, which is why development in the various regions is monitored with the aim of removing these disparities.

209. In addition to unemployment benefit, which is known as material security for job-seekers, unemployed women, like unemployed men, are entitled to state social support and social welfare upon fulfilment of the necessary conditions. These benefits are designed to be gender neutral. Entitlement to benefits and the means by which they are provided are based not on sex but on the situation, particularly with regard to the rearing of children and payment of their needs.

210. The state social support system, by which the state supports family incomes and contributes to costs for the care of unprovided for children, is intended chiefly for families with children. In the structure of income-tested benefits, which comprise child benefit, social supplementary payment, transport and accommodation allowances[68], the unemployment of a family member is taken into

[68] The social security system and its benefits are described in detail in the Czech Republic's introductory report on the implementation of the Internatinoal Pact on Economic Social and Cultural Rights; the Committee considered the report in 2002 2002 (E/1990/5/Add.47).

account through the income decisive for the benefit's allocation. When stipulating the decisive family income, job-seekers' material security is considered to be income.

211. Unemployed people who are registered in the employment office's job-seeker records may also apply for social welfare benefits under the provision for social need if their income is lower than the subsistence minimum and for serious reasons they are unable to increase their income through their own endeavour, and particularly their own labour. The social and property relations of each applicant are investigated on an individual basis, as are their own efforts to find work. The sex of the social welfare recipient is not monitored statistically.

212. The situation of the Roma minority is characterised by difficulties in access to the labour market. Precise official figures are not available for the total number and structure of Roma job-seekers (most members of the Roma minority register themselves as being of Czech or Slovak nationality). Originally, employment offices maintained records of Roma job-seekers as non-mandatory data, although as a result of demands by Roma activists such data is no longer recorded. As a result, it is not possible to officially determine the number of members of Roma communities.

213. The statistical data available only make it possible to compare benefits from material security in unemployment drawn by men and women from 2000-2002.

Table 45: Average benefits paid to job-seekers – in CZK

Year	2000	2001	2002
Men	3054	3243	3434
Women	2512	2691	2902

Source : Ministry of Labour statistics (Administration of Employment Services).

214. According to data from the Labour Force Research Survey, in 2002 the population of the Czech Republic fell by 11 500 to 10 248 900. The total number of economically active people rose by 1 900, while the number of economically active women fell by 7 200. The number of employed rose by 45 800. The number of women employed in 2002 amounted to 2 076 400, i.e. 43.3 % of total employment in the Czech Republic (a rise of 13 000, although their share of total employment fell by 0.1 %). This figure should be regarded as statistically insignificant and can probably be ascribed to an increase in employment for men compared with women.

215. Unemployment continues to be a problem chiefly for young people, people with minimal qualifications, women with small children and the disabled. The largest single category among job-seekers according to age structure remains people aged 20-29[69] i.e. 31.6 % of all recorded job-seekers. The share of older age categories is increasing. Skilled workers still represent the largest category of job-seekers according to qualification (40.4 % of the total). Women held a 50.0 % share of total unemployment at the end of 2002, and citizens with altered work capability 13.0 %.

216. The following tables supply data from the Ministry of Labour and Social Affairs - Administration of Employment Services[70] and employment offices concerning the economic situation

[69] As at 31 December 2002.

[70] The Administration of Employment Services is a body of the Ministry of labour and Social Affairs, and is superior to the employment offices. It manages the following departments: labour market, consultancy and mediation and methodology and administrative proceedings in the Ministry of Labour and Social Affairs.

of unemployed women according to their family status, age and education, and data on the social benefits to which they are entitled:

Table 46: Total part-time employment in the national economy – in thousands

1999			2000			2001			2002		
Total	men	women	total	men	women	total	men	women	total	men	women
4 764.1	2694.4	2069.7	4731.6	2675.7	2055.9	4750.2	2686.8	2063.4	4796.0	2719.5	2076.4
of which part-time:											
262.4	62.5	199.9	245.5	58.7	186.8	226.9	56.5	170.3	231.4	58.8	172.6

Source: Czech Statistical Office.

Table 47: Unemployment rates in % - women

1999												
Month	1	2	3	4	5	6	7	8	9	10	11	12
%	9.5	9.6	9.6	9.6	9.6	10.0	10.6	10.9	10.9	10.7	10.6	10.8

2000												
Month	1	2	3	4	5	6	7	8	9	10	11	12
%	11.0	10.9	10.6	10.3	10.1	10.1	10.7	10.7	10.4	10.1	9.9	10.0

2001												
Month	1	2	3	4	5	6	7	8	9	10	11	12
%	10.1	9.9	9.7	9.5	9.4	9.5	10.1	10.2	10.1	9.9	9.9	10.1

2002												
Month	1	2	3	4	5	6	7	8	9	10	11	12
%	10.5	10.4	10.1	10.0	9.9	10.1	10.8	11.1	11.1	10.9	10.9	11.2

2003 – 1st. half						
Month	1	2	3	4	5	6
%	11,4	11,3	11,1	10,9	10,8	11,0

Table 48: Unemployment rates in % - men

1999												
Month	1	2	3	4	5	6	7	8	9	10	11	12
%	6.9	7.2	7.4	7.1	7.0	7.2	7.4	7.5	7.6	7.5	7.7	8.2

2000												
Month	1	2	3	4	5	6	7	8	9	10	11	12
%	8.8	8.8	8.6	8.0	7.6	7.5	7.7	7.6	7.6	7.3	7.4	7.8

2001												
Month	1	2	3	4	5	6	7	8	9	10	11	12
%	8.3	8.2	7.9	7.4	7.1	7.0	7.2	7.2	7.2	7.2	7.4	7.9

2002												
Month	1	2	3	4	5	6	7	8	9	10	11	12
%	8.6	8.5	8.3	7.8	7.6	7.6	7.9	8.0	8.1	8.0	8.1	8.7

2003 – 1st. half						
Month	1	2	3	4	5	6
%	9.3	9.3	9.1	8.6	8.4	8.3

Source: Ministry of Labour statistics (Administration of Employment Services).

Table 49: Unemployment rate in pre-retirement age in % of the total number of men and women aged 50-59

sex/year	1999	2000
Women	5.5%	6.4%
Men	5.2%	5.6%

Source: Czech Statistical Office, Focus on women, focus on men, 2002.

Table 50: Intensity of economic activity in pre-retirement age per 1000 women/men in age categories 50-54 and 55-59

sex/year	1991	2001
women 50-54	857	814
men 50-54	915	894
women 55-59	311	301
men 55-59	800	740

Source: Czech Statistical Office, Focus on women, focus on men, 2002.

Table 51: Employment in national economy sectors (in thousands)

	1999	2000	2001	2002
Total	4 764.1	4 731.6	4 750.2	4796.0
Agriculture	247.3	240.7	225.4	228.2
Industry	1 911.9	1 868.4	1 900.6	1900.8
Services	2 604.9	2 622.4	2 624.2	2666.9
Men	2 694.4	2 675.7	2 686.8	2719.5
Agriculture	168.0	164.3	157.8	157.3
Industry	1 332.3	1 303.3	1 317.5	1330.0
Services	1 194.1	1 208.1	1 211.5	1232.2
Women	2 069.7	2 055.9	2 063.4	2076.4
Agriculture	79.3	76.4	67.6	70.9
Industry	579.6	565.2	583.0	570.8
Services	1 410.3	1 414.3	1 412.8	1434.7

Source: Czech Statistical Office.

217. Employment in the informal sector (work in the home, the grey economy etc.) is not monitored as information on it is not available through standard surveys. Nevertheless, from an analysis of other information from employment offices it is apparent that some unemployed people take the opportunity of occasional earnings. The grey economy in the Czech Republic is generally the domain of foreign nationals; men predominate in construction, while foreign women mostly find work in the services sector.

The right to health protection and safe working conditions (letter f)

218. The Labour Code makes it mandatory for employers to ensure the same degree of safety and health protection for all categories of employees with regard to risks to life and health that the work may represent. State specialist supervisory bodies monitor whether this obligation is properly fulfilled. If they find any shortcomings or defects they can proceed against the employer in accordance with the Act on State Specialist Supervision of Work Safety (No. 174/1968 Coll.). Supervisory bodies have not yet found any differences according to sex in health and safety measures at work.

219. The Labour Code also defines work in which women should generally not be employed. This refers to work that is physically unsuitable or which harms their organism, particularly work which jeopardizes their role as mothers.

220. A Ministry of Health decree[71] gives a list of types of work and workplaces that are prohibited for women who are breastfeeding or pregnant and for mothers up to nine months following birth. It also stipulates the conditions whereby persons under 18 may exceptionally perform such work under specialist supervision on grounds of professional training. Monitoring of compliance with the decree forms part of state health supervision in the area of protecting women's health at work.

221. Supervision of compliance with the prohibitions contained in the decree is the responsibility of the inspectorates of the Czech Office of Work Safety and public health protection bodies. The inspectorates of the Czech Office of Work Safety monitor work which carries a heightened risk of accident, while public health protection bodies address the wider question of health protection and work comfort. The fact that the decree refers to other regulations on the protection of employees' health at work[72] means that the supervision of the decree's compliance with regard to all women forms an integral part of routine supervision. As far as long-term analyses are concerned, the approach of employers regarding the health protection of all categories of women shows no fundamental negatives.

222. In order to improve the effectiveness of supervision performed by employment offices, the Ministry of Labour and Social Affairs prepared the *Methodology for the supervision of wage relations in the remuneration of men and women and the Methodology of supervision of compliance with equal opportunities*. Both form part of Methodological Instruction No. 9/2002 for employment offices with effect from 1 January 2003.

Measures to prevent discrimination against women on grounds of marriage or maternity (paragraph 2)

223. No changes occurred in areas under letters a,) and d).

224. In Czech society, the traditional family model still prevails – the man as the chief provider and the women who cares for the family and children. Men are still only defined by their status on the labour market and their professional career. This makes it difficult for them to adopt anything other than a traditional social role. Women are far more involved than men in caring for the family, a fact that is reflected in their status on the labour market. Women are also employed in order to maintain the family's living standard, which requires two parallel incomes. This applies in particular for

[71] Decree no. 288/2003 Coll., which stipulates work and workplaces that are prohibited for pregnant women, breastfeeding women, mothers up to nine months after childbirth and juveniles, and the conditions under which juveniles may in exceptional circumstances perform such work for reasons of training for a profession, as amended.

[72] In particular the government order stipulating the conditions for the protection of employees' health at work (no. 178/2001 Coll.), as amended, the government order on the protection of health against non-ionising radiation (no. 480/2000 Coll.), government order on the protection of health against unacceptable effects of noise and vibrations (no. 502/2000 Coll.), and the decree stipulating the conditions for the classification of work by category, (no. 89/2001 Coll.), the decree stipulating the conditions for the classification of work by category, limit values for indicators of biological exposure tests, conditions for the consumption of biological material for biological exposure tests, and the requirements for reporting work with asbestos and biological agents (No. 432/2003 Coll.). The Act on State Specialist Supervision of Work Safety (No. 174/1968 Coll.) stipulates that work safety inspectorates monitor, among other things, compliance with regulations on work conditions, in particular regulations on the employment of women and juveniles, working hours, night work and overtime work in the sense of the Labour Code and decree no. 261/1989 Coll., as amended. As part of the supervision, the inspector obviously also focuses on whether principles of equal approach to employees – men and women – are complied with.

women who have to look after both family and work obligations. Women in the Czech Republic devote almost three times as much time as men to work in the home, including caring for children. This has a negative impact on their wages and their opportunities for promotion in employment.

225. Women's economic activity in the Czech Republic is relatively high, and even remains above 60 % during the age of active maternity. Between the ages of 35 and 55, the majority of women concentrate on their career and the degree of economic activity is around 90 %, which does not differ greatly from men's economic activity. Nevertheless, women's economic activity remains significantly lower than that for men.

Table 52: Intensity of economic activity in pre-retirement age per 1000 women/men in age categories 50-54 and 55-59

Sex/age	1991	2001
Women 50-54	857	814
Men 50-54	915	894
Women 55-59	311	301
Men 55-59	800	740

Source: Czech Statistical Office, Focus on women, focus on men, 2002.

226. The unemployment rate for women is 2-3 % higher than that for men. The proportion of women in overall employment (48.8 %) has fallen in recent times, seemingly due to their greater willingness to take worse-paid jobs than men, particularly in regions affected by restructuring. Nevertheless, the proportion of women in employment remains high in the long-term. Women are still more affected than men by long-term unemployment due to the greater problems they face in finding new work as a result of their obligations to family and child-rearing. As at 31 March 2003, the average length for women was 524.2 days and for men 468.6 days. Compared to men, women's entrepreneurial activities are weak, although in appropriate conditions their involvement in independent business activities could rise.

Table 53: Unemployment rate in pre-retirement age (% of total number of men and women in age group 50-59)

Sex/year	1999	2000	2001
Women	5.5%	6.4%	6.4%
Men	5.2%	5.6%	4.9%

Source: CSO, Focus on women, focus on men, 2002.

227. The impact of these problems is exacerbated by a lack of conditions that would allow women to combine their family and work lives. Since 2002, research has been performed on the question of combining family and work life. In 2004, research will thus be performed for the third time in a row. Among other things, the research reveals the following:

- the vast majority of the public agree with equal rights for both sexes and the division of labour at home so that women and men have the same amount of free time
- 80% of the public agree with the division of labour in rearing and caring for children, but with the same rights for both parent in the event of divorce proceedings

- in comparison with the previous year (2002), women are more reserved about the concept of equal opportunities

228. In November 2002, a project was launched as part of the EU–EQUAL program which focused on combining family and work life. The project is organised by the Czech Women's Association in conjunction with more than 20 other organizations. The project will last 30 months. The EU EQUAL program has proposed other measures designed to support an equal approach to employment and eliminate discrimination in the labour market. One of the program's priorities is to combine family and work life and develop more flexible and effective forms of work organization and support services.

Introducing paid maternity leave or maternity leave with comparable social benefits without losing previous employment, service status or social contributions (letter b)

Current legislation

229. With effect from 1 January 2001, an amendment to the Labour Code introduced parental leave, which until the amendment came into effect was called further maternity leave. This was unsystematic, as, unlike maternity leave, men could also take further maternity leave. The amendment thus equalised the legal status for men and women regarding child-care entitlements and established the necessary basis for the equal distribution between men and women of obligations relating to care for the home, children and dependent family members. The employer is obliged to provide male and female employees with parental leave upon their request. Parental leave is provided to mothers of children after completing maternity leave, and to fathers following the child's birth. Leave is provided in the extent that parents apply for, although not longer than the time at which the child reaches the age of three. The amendment also cancelled unequal conditions between female and male employees relating to business trips, transfers, the termination of the employment relationship and changes to working hours. This means that those provisions of the Labour Code that protect women caring for children and single men (e.g. widowers, divorcees) caring for children against dismissal, transfer, business trips, or which allow for flexible working hours, also began to apply for men who are not single (and have children up to the age of 8 or 15).

230. Pregnant women and women caring for children up to the age of eight (in the case of single women children up to the age of 15) may only be sent on business trips outside the district in which their workplace is located with their consent. The employer may only transfer them at their request. The employer may only terminate the employment relationship of a pregnant employee or male employee caring permanently for a children under the age of three in exceptional circumstances where the employer or part thereof is dissolved or relocated, or for serious reasons on the employer's part.[73] When allocating employees for shift work, the employer is obliged to take into account the needs of women caring for children.

231. If a woman caring for a children under the age of 15, or a pregnant woman requests shorter working hours or other appropriate change to weekly working hours the employer is obliged to satisfy

[73] If an employee has been convicted for an intentional criminal act and sentenced to unconditional imprisonment for longer than one year, or if he/she has been convicted for an intentional criminal act committed while fulfilling work tasks or in direct relation thereto and sentenced to unconditional imprisonment for at least six months, or if an employee has breached work discipline in a particularly gross manner.

their request, except where this is precluded by serious operational reasons. The Labour Code allows for adjustments to working hours, particularly for people caring for children (e.g. reduced working time, flexible working hours, adjustments to working hours etc.), both men and women, with the aim of helping parents to combine family and work life.

232. A new Labour Code is currently being drafted which will take into account the need to allow employees, both men and women, to combine family and work life, including in untypical forms of work.

233. State social support and social welfare benefits are gender neutral and are provided primarily for people caring for children and dependent family members and for the payment of their needs. For benefits provided to the family as a whole it is not material which person applies for the benefit on the family's behalf. The situation is different for parental benefit, which belongs to the parent who personally, permanently and properly cares for a child up to the age of four or seven. For more details see Article 13.

234. Under the Act on State Social Support (No. 117/1995 Coll.), the following benefits are provided:

235. Social contribution – for a parent caring for at least one dependent child. The benefit is dependent on the family's income. Parents caring for a child shall decide between them who will use the entitlement to the benefit.

236. Maintenance contribution – for men or women performing basic reserve military service, military training or community service who are not entitled during the term of service to compensatory wages, pay or other income. The benefit is provided to the soldier's spouse that cares for a child up to the age of four or, in the case of a child with long-term disability or severe disability, up to the age of seven, or spouse who is totally disabled, unless such person is not gainfully employed for other serious reasons.

237. Birth allowance – for the woman who has given birth. The child's father is also entitled to the allowance in the event that his wife who gave birth to the child dies and the allowance is not paid to another person. The benefit is provided irrespective of the mother's or father's income.

238. Parental contribution – see Article 13 (f).

239. Under the Act on Sickness Insurance of Employees (No. 54/1956 Coll.), benefits are provided to help treat members of the family of an employee (regardless of whether this is a man or a woman) who is unable to work due to the need to nurse an ill child under the age of 10, or look after a child under the age of 10 for serious reasons stipulated in the regulation. (E.g. because the children's educational facility, or school, that the child attends has been closed on order of the relevant authorities; for reasons of mandatory quarantine the child can't be in the care of a children's educational facility or can't attend school; the person who normally looks after the child is ill). The support is provided for a maximum of the first nine days of the nursing requirement. If the employee is single and cares for at least one child of mandatory school attendance age (up to approx. 15 years of age), the benefit is paid for a maximum of the first 16 days. The parents shall agree which of them shall care for the child and draw the benefit.

240. The Act on Sickness Insurance of Employees also allows for the provision of financial assistance to an employee, for example a single man caring for a child as a result of a court ruling, or man whose wife is not permitted to care for a child according to a doctor's opinion etc. On the other hand, if the child's parents exchange the traditional role, i.e. if the woman returns to work during so-called maternity leave and the man remains in the home with the child, he shall not be entitled to the same amount of financial assistance under sickness insurance as his wife in the same situation (69 % of the assessment base – "wage"), but only to a parental contribution of CZK 2552 monthly under the state social support system.

241. The material objective of the draft Act on Sickness[74] Insurance does not permit beneficiaries to change roles at will during the provision of the nursing allowance. It applies the principle that the person who drew the benefit at the beginning must draw it throughout the term of the entitlement. Where there are more than one beneficiary, these shall agree who among them will exercise their entitlement to the benefit. The draft act does not contain mechanisms, even indirect (e.g. varying percentage rate for the calculation of the benefit), that would favour one sex over another in the event that beneficiaries are of different sexes. On the other hand, in the case of birth allowance, the woman who gave birth should be allowed to alternate with the husband or father in claiming the benefit. Where maternity allowance is provided on grounds of the child being adopted as a substitute for the mother's care, the draft act does not distinguish between the sexes of those people who adopt the child.

242. Currently, an employed mother who has sickness insurance is entitled to 28 (or 22) weeks of paid maternity leave[75]. After this period, she may continue to care for the child as part of so-called parental leave until the child reaches the age of three. Up to this age the employer must also allow the woman to return to work. If parents continue to care for the child up to the age of four, the mother or father is entitled to the parental contribution[76]. The parent caring for the child is also entitled to child benefit, social contribution and housing allowance under the state social support system. Under the Act on Social Necessities (No. 482.1991 Coll.), a mother or father in a difficult situation may also receive social welfare benefit to secure essential living needs, including accommodation.

Supplementary social services making possible the combination of family and work obligations (letter c)

243. The accessibility of supplementary services is generally low, a fact that most affects families with low incomes. This often stimulates mostly young and educated women to take on typically male obligations earlier than usual – e.g. responsibility for earnings. As a result they tend to put off motherhood, as can be seen from the decline in the number of live births from 12.6 per thousand of

[74] The draft was prepared in 2003.

[75] The size of the contribution is calculated from the previous pay (wage) and amounts to 69 % thereof, although an upper limit exists. The benefit is paid from sickness insurance.

[76] The contribution is CZK 2552. A person caring for a child may earn CZK 3486 in extra income (the minimal gross monthly wage amounted to CZK 6200 as at 1 January 2003) without losing the contribution. The parental contribution is a benefit under state social support. A man can take parental leave from the date of the child's birth and draw a contribution of CZK 2552. Only in extraordinary circumstances, where the man is considered single (e.g. upon the death of the mother, mother's incapacity to look after the child on grounds of health), is he entitled to financial assistance for employees under the sickness insurance system under the same conditions as the mother (financial assistance of 69 % of previous earnings).

the population in 1989 to 8.8 in 2000[77]. The average age of women giving birth has risen from 24.7 in 1991 to 27.2 in 2000. Couples often favour unmarried cohabitation to marriage and a family. Between 1990 and 1998, the marriage rate fell from 8.8 marriages per thousand of the population to 5.3, and the number of children is falling for those women who do decide on motherhood.

244. The traditional form of child-care assistance for employed women is the network of nursery schools, child minders and kindergartens, which are maintained as special children's facilities[78]. The decline in birth rates and greater use of parental leave with the parental contribution has caused a gradual fall in the number of nurseries and pre-school facilities since 1990, particularly as a result of low interest. The draft health care act, however, is expected to remove nursery schools from the health facilities system as they do not provide any concrete health care. The number of places available in kindergartens, which supply pre-school education, is generally sufficient, even if not always very accessible.

245. The Act on Trade Licensing (No. 455/1991 Coll.) made possible the creation of the trade of "caring for a child up to the age of three on a daily basis". The trade performs a similar activity to that of the relevant health facilities, even though it is not a health facility[79]. In order to receive a trade license a person must have the relevant specialist qualifications – finishing certificate as a children's nurse from middle medical school or completed higher medical school education in the same discipline[80].

Regular re-evaluation of legal regulations for the provision of protection in light of scientific and technical knowledge (paragraph 3)

246. The Ministry of Justice finances the activities of the Institute for Criminology and Social Prevention. In 2002, this continued its long-term criminological research, which focuses chiefly on the questions of domestic violence, juvenile delinquents and human trafficking. For details see Article 6.

247. The Ministry of Defence performs biennial research called *Military Professional* among the military public. In 2002, the research was broadened to include the subject of women in the Army of the Czech Republic.

248. The Institute of Strategic Studies at the Military Academy in Brno was allocated a grant for the analysis of information obtained from research performed among the military and civilian public of the Czech Republic and abroad. Its objective was to point out trends for future development, particular regarding the number of women in the armed forces.

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[77] In 1999 – 2002 there was a slight increase in the absolute number of live births from 89 471 to 92 786.

[78] The regions are the promoters of these facilities with effect from 1 July 2002. Costs are paid from the promoters' funds, i.e. generally from the budgets of municipal and local authorities.

[79] Includes chiefly individual care for a dependent child up to 3 years of age on a daily or permanent basis focusing on developing the child's speech and mental capacities, movement, work, musical and creative abilities and culturally hygienic habits. It also includes ensuring the child's safety and health, its stay in fresh air, sleep in a hygienic environment and personal hygiene, including providing first aid.

[80] Health care in the context of a trade is not provided in the same way as in health facilities. The trade does not comprise rearing and education in pre-school facilities included in the school network as this activity, together with the activities of "health workers", is not a trade in the sense of Section 3 of Act No. 455/1991 Coll., on Trades (the Trade Licensing Act), as amended.

249. In January 2002, the *National Contact Centre – Women and Science* was set up. This should perform the role of an information, coordinating and service organization in involving women in science and research in European networks. The project was realised by a research team that focuses on research into gender matters and which has long been based in the Sociological Institute of the Academy of Sciences of the Czech Republic. It is supported financially by the Grant Agency of the Czech Republic with funds from the state budget for science and research. The Ministry of Education provided financial support for the project through the EUPRO program.

250. Information on other research can be found in more detail in Article 5 a).

Article 12

Measures to eliminate discrimination against women in the health care sphere – ensuring the relevant services in relation to pregnancy

Measures to eliminate discrimination in the health care sphere (paragraph 1)

251. Legal regulations in the field of public health protection do not distinguish between the sexes, with the exception of the highest admissible values for difficult physical work as part of protecting health at work. For details see Article 11 the right to health protection and safe working conditions (letter f).

252. The aim of the National Health Program is to create the long-term conditions to improve the health of the population of the Czech Republic. It also includes a long-term program for this purpose called *Health for Everyone in the 21st Century* and addresses the matter of pregnancy. The latter is the focus particularly of the program's objective 3 – *A Healthy Start to Life*, and its separate task *A Better Approach to Pre-Natal and Perinatal Care*, which looks at perinatal care for immigrants who come from areas where no pre-natal care was provided.

253. A national plan for 2003-2007 is currently being prepared on the subject of HIV/AIDS. Among other things the plan projects the examination of pregnant women for HIV/AIDS so that, in the event of a positive test and the woman completing the pregnancy, it will be possible to begin treatment immediately and thereby restrict as far as possible transmission to the foetus/child. In conjunction with non-governmental organizations (e.g. Pleasure without Risk) it also plans special advisory services for female prostitutes which are designed to limit the contracting and transmission of HIV/AIDS and other sexually transmitted diseases. In 2002, the National Program realised 107 health support projects. These were also backed by projects to improve women's reproductive health, women's dietary habits, including pregnant women, and to encourage breastfeeding.

254. The national health program is also involved in reducing the number of unwanted pregnancies among teenage girls through specific education for young people in preventing risky behaviour and ensuring suitable contraceptive methods .

255. Together with the Society for Family Planning and Sex Education, a non-governmental organization concerned with reproductive health, the Ministry of Education organises discussion forums and lectures for middle-school pupils and apprentices and specialist seminars for teachers throughout the Czech Republic. Each year a national congress is held on sexual behaviour. The materials presented are subsequently published in a volume of the proceedings. A seminar on reproductive health was organised for Members of Parliament.

Data on the population's state of health

256. Numbers of deaths among men are higher than among women in all age categories up to 74. After the age of 75 the number of women's deaths begins to be higher than that for men. Women's death rates are lower than men's in all age categories. The largest difference by sex is in the 90 to 94 age category, where 50 fewer women than men died per 1000 people. Average life expectancy has risen in recent years, particularly in favour of women.

Table 54: Average life expectancy in the Czech Republic

Year	Men	Women
1999	71,40	78,13
2000	71,65	78,35
2001	72,07	78,41
2002	72,07	78,54

Source: Czech Statistical Office.

Table 55: Deaths and death rates by cause of death in the Czech Republic

Cause of death	Deaths								Standardised death rate *)			
	Absolute				per 100 000 of the population (men / women)							
	1999	2000	2001	2002	1999	2000	2001	2002	1999	2000	2001	2002
MEN												
Circulation system	27 258	26 468	25 712	25 652	544.9	529.4	516.4	516.7	602.7	576,8	558,2	560,5
Neoplasms	15 485	15 948	15 603	16 058	309.5	319.0	313.4	323.5	321.4	326,6	317,3	323,2
External causes of illness and death	4 559	4 694	4 555	4 593	91.1	93.9	91.5	92.5	90.7	92.8	89.6	91.3
Respiratory system	2 465	2 637	2 557	2 563	49.3	52.7	51.4	51.6	54.5	56.8	54.8	55.5
Digestive system	2 467	2 408	2 539	2 512	49.3	48.2	51.0	50.6	50.4	48.4	50.6	50.2

Cause of death	Deaths											
	Absolute				per 100 000 of the population (men / women)				Standardised death rate *)			
	1999	2000	2001	2002	1999	2000	2001	2002	1999	2000	2001	2002
Nervous system	611	685	783	898	12.2	13.7	15.7	18.1	12.7	14.1	16.2	18.5
Urinary and reproductive system	700	643	653	629	14.0	12.9	13.1	12.7	15.2	13.9	13.8	13.5
Endocrine, aliment and other	508	630	524	568	10.2	12.6	10.5	11.4	10.7	12.9	10.6	11.5
Other	792	769	846	904	15.8	15.4	17.0	18.2	19.5	17.9	19.9	21.0
Total	54 845	54 882	53 772	54 377								
WOMEN												
Circulation system	33 028	31 724	31 692	31 500	625.5	601.6	604.2	601.6	401.4	378.9	375.8	379.4
Neoplasm	12 700	12 757	12 852	12 835	240.5	241.9	245.0	245.1	180.2	178.6	179.0	175.3
External causes of illness and death	2 366	2 376	2 355	2 245	44.8	45.1	44.9	42.9	34.0	34.1	33.3	32.7
Respiratory system	2 194	2 322	2 096	2 150	41.6	44.0	40.0	41.1	27.8	29.0	26.1	27.1
Digestive system	1 781	1 831	1 879	1 923	33.7	34.7	35.8	36.7	24.6	25.3	25.7	25.9
Nervous system	651	773	888	916	12.3	14.7	16.9	17.5	9.4	10.8	12.3	12.4

Cause of death	Deaths											
	Absolute				per 100 000 of the population (men / women)				Standardised death rate *)			
	1999	2000	2001	2002	1999	2000	2001	2002	1999	2000	2001	2002
Urinary and reproductive system	747	823	767	781	14.1	15.6	14.6	14.9	9.8	10.4	9.7	9.6
Endocrine, aliment and other	725	846	739	766	13.7	16.0	14.1	14.6	9.4	10.6	9.4	9.4
Other	731	667	715	750	13.8	12.6	13.6	14.3	13.0	12.0	12.5	13.1
Total	54 923	54 119	53 983	53 866					710.5	690.4	684.8	685.8

*Source: Czech Statistical Office. *) Per 100 000 of the European population.*

257. The Ministry of Health is preparing projects to reduce smoking levels among young women. The aforementioned program *Health for Everyone in the 21st Century* is also intended to substantially reduce the proportion of young people who indulge in behaviour injurious to health (drugs, tobacco and alcohol).

Table 56: Smoking among men and women (2002)

Age	Structure of respondents (%) by type of smoker				
	Never smoked	Former smoker	Occasional smoker	Weak smoker	Strong smoker
Total	Men				
	37.8	24.7	6.6	21.7	9.2
15 – 24	49.6	10.3	9.5	27.3	3.3
25 – 34	39.3	15.2	10.9	23.7	10.9
35 – 44	34.3	18.3	6.5	26.6	14.2
45 – 54	28.6	32.4	3.3	21.4	14.3
55 – 64	22.8	43.9	4.7	19.3	9.4
65 – 74	46.8	36.7	3.7	8.3	4.6
75 +	55.4	30.4	1.8	8.9	3.6
total	Women				
	59.1	17.3	5.5	15.8	2.3
15 – 24	61.7	15.0	8.3	14.1	1.0
25 – 34	56.5	17.1	6.9	16.3	3.3
35 – 44	50.3	14.1	6.1	25.2	4.3
45 – 54	41.5	25.2	5.6	24.4	3.4
55 – 64	61.3	18.1	5.5	13.1	2.0
65 – 74	72.5	15.4	2.7	8.7	0.7
75 +	89.1	10.9	-	-	-

Table 57: Male smokers, structure of respondents in % by type of smoker for 1999

Age	Never smoked	Former smoker	Occasional	Weak	Strong
15-24	51.84	8.98	13.47	19.59	5.71
25-34	34.41	12.37	15.05	27.96	9.14
35-44	34.55	25.13	7.33	17.80	15.18
45-54	27.66	28.72	5.32	14.89	22.87
55-64	29.94	35.67	4.46	18.47	10.83
65-74	32.79	40.16	5.74	13.11	8.20
75+	46.55	46.55	0.00	5.17	1.72
total	36.88	24.32	8.63	18.31	11.42

Table 58: Female smokers, structure of respondents in % by type of smoker for 1999

Age	Never smoked	Former smoker	Occasional	Weak	Strong
15-24	56.70	12.95	14.29	14.73	1.34
25-34	55.22	16.42	7.46	17.91	2.99
35-44	52.72	16.85	4.89	25.00	0.54
45-54	49.76	19.43	4.74	23.22	2.84
55-64	64.20	16.05	4.94	13.58	1.23
65-74	82.31	12.31	1.54	3.08	0.77
75+	90.72	6.19	2.06	0.00	0.00
total	61.12	15.05	6.45	15.72	1.57

Source: IHIS CR The survey is conducted every three years.

a) Health data on Roma women

258. The Institute for Health Information and Statistics (hereinafter only IHIS) does not monitor data on the health of the Roma population. The health situation among Roma people was the subject of a grant for *Determinants of the Roma Population's Health*, which took place 1999-2001. At present the project entitled *Supporting Health at a Regional Level – Determinants of Health and a New Health Policy (investment in health)* is in its second year. This has found that the Roma community has far higher unemployment, lower housing standards, higher use of social welfare, unsuitable lifestyle with poor diet, far higher incidence of infectious diseases (particularly hepatitis and enteritis), more partially and fully disabled pensioners and less emphasis on family planning than is the case in the majority of the population. As part of the *Determinants of the Roma Population's Health – a pilot study*, the Ministry of Health's internal grant agency performed official research into the state of health of the Roma community, which reached similar conclusions.

259. The project also supplied the following information: the Roma population has a higher incidence of diabetes mellitus than the rest of society and higher incidence of illnesses affecting the bodily apparatus, which probably also conceal psychosomatic neuroses and depression. None of the aforementioned surveys found that the Roma population's access to health care was restricted in any way.

b) Data on older women's health

260. The health of women over 65 is worse than that of men in the same age group, even after removing the influence of the different age structure for men and women over 65. Women are more highly represented in higher age categories than men. Women subjectively assess their health more negatively than men and also suffer more frequently from chronic illnesses and short and long-term health problems. In comparison with 1999, there has been a significant change in the prevalence of hypertension among women, with the proportion of women suffering from this chronic illness rising in 2002 against the previous survey. Another statistically significant shift has been recorded in the distribution of older women with regard to negative health assessments, in this case from the category

of poor health to generally good health. In the case of chronic ill health, it should be taken into account that specific question differed in the two surveys and are therefore not entirely compatible.

261. The IHIS conducts research every three years through standardised interviews with a sample of 2500 respondents over the age of 15. The overall number of respondents is small, however, particularly in the over-65 age category, and the data should therefore not be regarded as precise but as indicative.

Table 59: Health data for older women

		Men	Women	Men	Women
		180	227	165	259
Prevalence of chronic illness	No	12.8	11.5	21.2	7.8
	Yes	87.2	88.5	78.8	92.2
Hypertension		29.6	41.1	37.0	53.3
Arthritis		31.1	49.8	20.0	48.6
Diabetes		21.1	21.1	12.1	25.5
Chronic illness of the spine		18.3	19.8	13.3	23.9
Cataracts		-	-	9.1	21.3
Osteoporosis		-	-	3.0	15.4
Health problems in the last 2 weeks	No	11.7	8.4	18.2	8.9
	Yes	88.3	91.6	81.8	91.1
Pains in joints		45.0	65.2	45.5	70.3
Back pain		42.2	52.4	38.2	57.9
Heart problems		24.4	29.1	37.6	30.5
Sight problems		20.1	33.9	20.6	29.3
Headaches		13.3	28.6	11.5	28.6
Hearing problems		20.0	18.1	20.6	20.1
Emotional problems	No	73.5	59.5	74.1	63.2
	Yes	26.5	40.5	25.9	36.8
Long-term incapacity - problems	None	44.4	35.7	56.4	35.1
	Medium	40.6	34.4	30.9	30.1
	Serious	15.0	30.0	12.7	34.7
Subjective health	Very good	1.1	3.1	3.6	0.8
	Good	35.6	20.7	33.9	20.1
	Generally good	41.1	44.9	45.5	52.1
	Poor	19.4	28.2	14.5	21.2
	Very poor	2.8	3.1	2.4	5.8

Source: Selective survey on population's health HIS CR 1999 and 2002.

Table 60: Data on older women's health according to selected diagnoses, women, age group 65 and over

Year		C16	C18	C19-C21	C23, C24	C34	C50	C53	C54	C56	C64
1999	a	582	1 302	883	532	787	2 365	309	884	512	549
	b	66.72	149.25	101.22	60.98	90.21	271.10	35.42	101.33	58.69	62.93
2000	a	564	1 380	794	530	810	2 245	254	854	529	576
	b	64.47	157.75	90.77	60.59	92.59	256.64	29.04	97.62	60.47	65.85

Code of diagnoses according to MKN 10[81], a: absolute, b: per 100 000 women aged 65 and over.

262. The state of health of older women is not monitored separately. A survey of the results of hospitalisation is contained in the following tables:

Table 61: Numbers of hospitalised elderly according to age and sex in 2002

Age group	Hospitalisation								
	Men			Women			Total		
	No. of cases	No. of days	Average treatment period	No. of cases	No. of days	Average treatment period	No. of cases	No. of days	Average treatment period
65-69	75 503	672 379	8.9	73 831	675 629	9.2	149 334	1 348 008	9.0
70-74	84 903	791 726	9.3	98 628	1 005 100	10.2	183 531	1 796 826	9.8
75-79	71 247	707 762	9.9	104 697	1 182 749	11.3	175 944	1 890 511	10.7
80-84	36 266	379 875	10.5	65 786	819 500	12.5	102 052	1 199 375	11.8
Over 85	20 353	236 859	11.6	47 236	685 292	14.5	67 589	922 151	13.6

[81] C18 - ZN of the large intestine, C19 - C21 - ZN of rectosigmoidal connection, rectum, the anus and the anal channel, C23 - ZN gall-bladder, C24 - ZN other and unspecified parts of the gall-bladders passages, C34 - ZN bronchus and lungs, C50 - ZN breast, C53 - ZN cervix - cervicis uteri, C54 - ZN uterus, C56 - ZN ovary, C64 - ZN kidneys around the pelvis, C00 - D09 – malignant neoplasms and neoplasms in situ.

Table 62: Numbers of hospitalised elderly according to age and sex 2001

Age group	Hospitalisation								
	Men			Women			Total		
	No. of cases	No. of days	Average treatment period	No. of cases	No. of days	Average treatment period	No. of cases	No. of days	Average treatment period
65-69	76 249	688 523	9.0	75 265	714 659	9.5	151 514	1 403 182	9.3
70-74	83 562	791 622	9.5	97 040	994 925	10.3	180 602	1 786 547	9.9
75-79	69 148	688 816	10.0	102 958	1 171 013	11.4	172 106	1 859 829	10.8
80-84	29 762	309 197	10.4	53 047	650 226	12.3	82 809	959 423	11.6
85	21 538	245 165	11.4	48 526	683 621	14.1	70 064	928 786	13.3

Table 63: Numbers of hospitalised elderly according to age and sex 2000

Age group	Hospitalisation								
	Men			Women			Total		
	No. of cases	No. of days	Average treatment period	No. of cases	No. of days	Average treatment period	No. of cases	No. of days	Average treatment period
65-69	79 687	736 297	9.2	78 916	760 972	9.6	158 603	1 497 269	9.4
70-74	81 846	784 983	9.6	97 397	1 036 034	10.6	179 243	1 821 017	10.2
75-79	67 689	684 949	10.1	102 194	1 190 432	11.6	169 883	1 875 381	11.0
80-84	25 358	269 313	10.6	45 420	565 953	12.5	70 778	835 266	11.8
85	22 005	262 031	11.9	51 194	717 804	14.0	73 199	979 835	13.4

Table 64: Numbers of hospitalised elderly according to age and sex 1999

Age group	Hospitalisation								
	Men			Women			Total		
	No. of cases	No. of days	Average treatment period	No. of cases	No. of days	Average treatment period	No. of cases	No. of days	Average treatment period
65-69	79 796	751 946	9.4	80 214	778 659	9.7	160 010	1 530 605	9.6
70-74	80 473	780 758	9.7	96 447	1 010 287	10.5	176 920	1 791 045	10.1

Age group	Hospitalisation								
	Men			Women			Total		
	No. of cases	No. of days	Average treatment period	No. of cases	No. of days	Average treatment period	No. of cases	No. of days	Average treatment period
75-79	65 564	666 371	10.2	98 050	1 106 246	11.3	163 614	1 772 617	10.8
80-84	22 658	240 969	10.6	40 919	506 897	12.4	63 577	747 866	11.8
Over 85	21 001	237 561	11.3	48 988	663 363	13.5	69 989	900 924	12.9

Source: IHIS CR.

Table 65: Hospitalisation for injury, poisoning and other external causes 2002

Age group	No. of hospitalised						Average treatment period			
	total	% of age group	operation			% operated	total	operation		
			urgent.	other	none			urgent.	other	none
Men										
65-69	3 228	1.7	525	655	2 048	36.6	10.0	10.4	12.6	9.1
70-74	3 396	2.1	522	632	2 242	34.0	10.8	11.6	12.3	10.1
75-79	3 132	2.7	494	569	2 069	33.9	11.9	12.9	14.5	10.9
80-84	1 905	3.6	307	320	1 278	32.9	12.1	13.0	13.7	11.5
85+	1 685	6.2	279	249	1 157	31.3	12.1	11.2	14.6	11.7
Total	13 346	2.4	2 127	2 425	8 794	34.1	11.2	11.8	13.3	10.5
Women										
65-69	3 879	1.7	685	980	2 214	42.9	11.0	11.3	11.8	10.6
70-74	5 703	2.1	1 008	1 283	3 412	40.2	13.4	12.0	14.1	13.5
75-79	7 462	2.7	1 311	1 502	4 649	37.7	14.5	12.8	14.6	14.9
80-84	6 056	3.6	1 084	1 127	3 845	36.5	15.8	12.6	15.4	16.8
85+	6 113	6.2	1 203	1 085	3 825	37.4	15.7	12.2	15.7	16.8
Total	29 213	2.4	5 291	5 977	17 945	38.6	14.3	12.3	14.4	14.9

Table 66: Hospitalisation for injury, poisoning and other external causes in 2001

Age group	Number of hospitalised						Average treatment period			
	Total	% of age group	operation			% operated	total	operation		
			urgent	other	none			urgent	other	None
Men										
65 – 69	3 063	1.6	499	593	1 971	35.7	10.0	10.7	11.6	9.3
70 – 74	3 207	1.9	502	608	2 097	34.6	10.8	10.4	14.3	9.9
75 – 79	2 891	2.5	446	541	1 904	34.1	11.8	12.1	14.0	11.1
80 – 84	1 463	3.2	267	218	978	33.2	12.2	11.3	15.0	11.9
85 +	1 593	5.3	295	232	1 066	33.1	12.8	10.9	15.0	12.8
Total	12 217	2.2	2 009	2 192	8 016	34.4	11.3	11.1	13.7	10.7
Women										
65 – 69	3 907	1.6	690	1 020	2 197	43.8	11.6	11.0	12.6	11.3
70 – 74	5 531	2.3	1 038	1 261	3 232	41.6	13.6	11.8	14.4	13.8
75 – 79	7 191	3.4	1 375	1 473	4 343	39.6	14.9	12.9	15.7	15.3
80 – 84	4 648	4.8	860	874	2 914	37.3	14.9	12.3	16.0	15.3
85 +	6 156	7.6	1 282	1 090	3 784	38.5	15.6	12.1	15.9	16.8
Total	27 433	3.1	5 245	5 718	16 470	40.0	14.3	12.2	14.9	14.8

Table 67: Hospitalisation for injury, poisoning and other external causes in 2000

Age group	Number of hospitalised						Average treatment period			
	total	% of age group	operation			% operated	total	operation		
			urgent	other	none			Urgent	other	none
	Men									
65 - 69	3 386	1.7	544	636	2 206	34.8	10.2	10.9	12.1	9.5
70 - 74	3 228	2.0	484	592	2 152	33.3	10.7	11.9	13.3	9.8
75 - 79	2 954	2.6	482	505	1 967	33.4	11.8	12.4	14.4	10.9
80 - 84	1 213	3.1	209	159	845	30.3	11.8	12.6	13.9	11.3
85 +	1 520	4.5	305	215	1 000	34.2	13.6	12.9	15.5	13.3
Total	12 301	2.2	2 024	2 107	8 170	33.6	11.3	12.0	13.5	10.6

Age group	Number of hospitalised						Average treatment period			
	total	% of age group	operation			% operated	total	operation		
			urgent	other	none			Urgent	other	none
	Women									
65 - 69	4 143	1.7	729	987	2 427	41.4	11.8	11.5	12.7	11.6
70 - 74	5 602	2.4	1 000	1 239	3 363	40.0	13.5	12.0	14.0	13.7
75 - 79	7 160	3.4	1 300	1 456	4 404	38.5	15.0	12.6	16.3	15.3
80 - 84	3 833	4.6	736	708	2 389	37.7	14.9	12.3	16.2	15.3
85 +	6 186	7.0	1 266	1 082	3 838	38.0	15.9	12.7	16.2	16.9
Total	26 924	3.1	5 031	5 472	16 421	39.0	14.4	12.3	15.1	14.8

Table 68: Hospitalisation for injury, poisoning and other external causes in 1999

Age group	Number of hospitalised						Average treatment period			
	total	% of age group	operation			% operated	total	operation		
			urgent	other	none			urgent	other	none
	Men									
65 – 69	3 159	1.6	497	617	2 045	35.3	10.7	12.4	13.5	9.4
70 – 74	3 133	1.9	499	539	2 095	33.1	10.8	10.5	14.3	10.0
75 – 79	2 745	2.5	460	422	1 863	32.1	11.6	12.2	14.4	10.8
80 – 84	1 089	3.0	217	163	709	34.9	11.7	12.1	14.5	11.0
85 +	1 571	4.7	326	229	1 016	35.3	12.0	11.7	15.7	11.3
Total	11 697	2.2	1 999	1 970	7 728	33.9	11.2	11.7	14.2	10.3
	Women									
65 – 69	4 013	1.6	749	970	2 294	42.8	12.0	11.2	13.0	11.8
70 – 74	5 183	2.1	964	1 108	3 111	40.0	13.1	12.5	13.9	13.0
75 – 79	6 923	3.4	1 393	1 425	4 105	40.7	14.5	12.6	16.0	14.7
80 – 84	3 583	4.6	771	681	2 131	40.5	15.7	14.0	16.7	16.0
85 +	6 048	6.8	1 346	1 042	3 660	39.5	15.3	13.8	16.8	15.4
Total	25 750	3.0	5 223	5 226	15 301	40.6	14.2	12.9	15.2	14.3

Source: IHIS CR.

Table 69: Hospitalised women aged 65 and over according to reason for hospitalisation

Type of illness	1999		2000		2001		2002	
	No. of cases		No. of cases		No. of cases		No. of cases	
	Absolute no.	per 100 000 women	Absolute no.	per 100 000 women	Absolute no.	per 100 000 women	Absolute no.	per 100 000 women
Infectious and parasitical	5 491	629.4	5 778	660.5	5 721	653.7	6 249	719.1
Neoplasms	38 856	4 454.1	38 664	4 419.9	38 269	4 372.9	38 618	4 444.2
Blood, haemoplastic organs and immunity	3 166	362.9	3 327	380.3	3 636	415.5	3 851	443.2
Endocrine, aliment and other	13 289	1 523.3	13 034	1 490.0	12 433	1 420.7	12 629	1 453.4
Mental and behaviour-al disorders	2 327	266.7	2 394	273.7	2 466	281.8	2 511	289.0
Illnesses of the nervous system	7 098	813.7	7 465	853.4	7 815	893.0	8 276	952.4
Eyes	25 784	2 955.7	25 718	2 939.9	26 828	3 065.5	28 524	3 282.6
Ears	1 366	156.6	1 454	166.2	1 549	177.0	1 721	198.1
Circulation	117 080	13 421.0	120 239	13 745.1	121 510	13 884.5	121 908	14 029.3
Respiratory	16 495	1 890.8	17 765	2 030.8	15 266	1 744.4	15 329	1 764.1
Digestive	38 028	4 359.2	38 484	4 399.3	37 832	4 322.9	38 507	4 431.4
Dermatological	4 370	500.9	4 330	495.0	4 474	511.2	4 602	529.6
Muscles and bones	28 385	3 253.8	29 391	3 359.8	29 428	3 362.6	31 775	3 656.7
Urinary and genital	19 249	2 206.5	19 444	2 222.7	19 602	2 239.9	20 506	2 359.9
Congenital defects, deformations and chromosomal abnormalities	197	22.6	173	19.8	161	18.4	206	23.7

Type of illness	1999		2000		2001		2002	
	No. of cases		No. of cases		No. of cases		No. of cases	
	Absolute no.	per 100 000 women	Absolute no.	per 100 000 women	Absolute no.	per 100 000 women	Absolute no.	per 100 000 women
Symptoms and findings nor included elsewhere	12 531	1 436.4	14 359	1 641.4	15 625	1 785.4	18 016	2 073.3
Injury, poisoning and other external causes	26 239	3 007.8	26 921	3 077.5	27 423	3 133.5	29 200	3 360.4
Factors affecting health and contact with health services	4 667	535.0	6 181	706.6	6 798	776.8	7 750	891.9
Total	364 618	41 796.7	375 121	42 881.9	376 836	43 059.7	390 178	44 902.2

Breast cancer screening

263. Every adult woman has the right to preventive breast examinations in a workplace included in the breast cancer screening program. Payment under general health insurance is conditional upon the woman being sent for the examination by a gynaecologist or GP. Examinations paid for by general health insurance are conducted at two-yearly intervals from the age of 45 to 69. Mammograms have been conducted in the Czech Republic since October 2002, with the amendment to the Decree on Preventive Examinations 57/1997 Coll., having come into effect 1 August 2002. Over the last 12 months, 26.3 % of woman aged 45 to 69 (the target category for the MoH preventive program) have undergone mammograms (source: IHIS, Current Information no. 56/2003).

264. In addition to reasons of age, a doctor may recommend breast screening on grounds of a heightened risk of breast cancer[82]. It may also be recommended by a psychiatrist if the patient is suffering from acute and neurotic cancer phobia, as diagnosed by the psychiatrist. In such cases, the public health insurance company also pays for an examination. Breast screenings are also performed for women without the recommendation of a GP or gynaecologist and for all other adult women who fulfil the conditions stated above. Screenings are performed for women over 40 at no more than yearly intervals. In such cases the woman pays for the examination herself.

265. Women themselves also pay for follow-up examinations if they wish to consult or check the findings of one workplace at another workplace of the same type in an interval shorter than that

[82] Examinations are also performed in the event of at least one case of breast cancer for direct female relatives of the patient, for patients who have been diagnosed with mutation of genes BRCA1 and BRCA2 in specialised workplaces or on the basis of another specific recommendation of a tumour genetics workplace.

recommended by their doctor or screening program. The suitability of such follow-up examinations is determined by the newly-visited diagnostician.

Screening for cervical cancer

266. The Czech Republic has high rates of cervical cancer, largely because few women go to preventive examinations. The quality of laboratories in the Czech Republic is not good and doctors have little experience with colposcopy. Practical gynaecologists are not obliged to invite patients for examinations. According to statistics, on average 18 % of patients do not visit the doctor at all.

Services relating to pregnancy, lying-in-period and post-natal period; diet during pregnancy and breastfeeding (paragraph 2)

267. Pre-natal clinics provide women with information on the various possibilities offered by the relevant health facility, both through one-on-one meetings and via brochures. Another option is pre-natal courses, where the partner can also obtain information, and access to birth rooms and videos is also available. Women can also obtain information via the Internet, where websites provide both general and specialist information, and from individual health facilities. From the information on offer, women can decide what to attend before the birth. Every pregnant woman can also choose the health facility at which to give birth.

268. Together with the company BENY TV, the Ministry of Health is also involved in preparing the series *What I can do for myself, or how to stay a woman for the whole of my life*, on the theme of childbirth. The program was broadcast by Czech TV in the second half of 2002.

269. At present, there are minimal requests for anonymous childbirth. The Child Nursing Institute in Aš received 6 requests for secret births in 2003, of which 4 took place. Three children were given up for adoption and one child remained with its mother.

270. The decline in the birth rate (live births) is a negative development. The number of deaths in 1996 already exceeded the number of births, and the natural decline in the population is not offset by immigration. The decline in still-births and infant mortality is a positive phenomenon. Also positive is the constant decline in abortions, although this cannot be separated from the decline in birth rates and recorded pregnancies.

Table 70: Fertility according to women's age, number of live births per 1000 women

Age group/year	1995	1997	1998	1999	2000	2001
15-19	24.9	18.0	16.4	15.3	13.2	11.4
20-24	102.3	85.5	80.0	72.6	67.8	60.8
25-29	81.4	82.7	84.8	86.4	90.5	91.5
30-34	35.2	36.2	37.5	39.4	43.1	48.0
35-39	10.6	12.0	12.7	13.1	14.4	15.2
40-44	1.7	1.7	1.8	1.9	2.1	2.5
45-49	0.1	0.0	0.0	0.1	0.1	0.1
15-49	36.0	34.3	34.5	34.3	35.0	35.1

Table 71: Number of women of fertile age (15-49)

Year	1999	2000	2001	2002
No. of women	2 609 889	2 595 195	2 568 283	2 548 024

Table 72: Abortions in the Czech Republic – absolute figures

Total abortions (incl. ectopic pregnancies and foreigners)			1999	2000	2001	2002
			52 103	47 370	45 057	43 743
of which only Czech citizens	Miscarriage		10 824	10 972	10 769	10 853
	UPT	Total	37 157	32 530	30 358	28 850
		of which for health reasons	7 634	6 338	5 877	5 429

Table 73: Abortions in the Czech Republic – converted per 100 women of fertile age (15-49)

Total abortions (incl. ectopic pregnancies and foreigners)				1999	2000	2001	2002
				19.96	18.25	17.54	17.17
of which	only Czech citizens	Miscarriage		4.15	4.23	4.19	4.26
		UPT	Total	14.24	12.53	11.82	11.32
			of which for health reasons	2.93	2.44	2.29	2.13

Table 74: Women hospitalised for pregnancy, birth and lying-in-period

	1999		2000		2001		2002	
	No. of hospitalisations		No. of hospitalisations		No. of hospitalisations		No. of hospitalisations	
Diagnosis group / chapter MKN-10	Absolute no.	per 100 000 women	Absolute no.	per 100 000 women	Absolute no.	per 100 000 women	Absolute no.	per 100 000 women
Ectopic pregnancy	2 472	46.8	2 346	44.5	2 328	44.2	2 228	42.6
Miscarriage	5 743	108.8	5 558	105.4	5 544	105.2	5 089	97.2
Medical abortion	17 422	330.0	16 138	306.0	15 127	287.0	14 856	283.7

Diagnosis group / chapter MKN-10	1999 No. of hospitalisations		2000 No. of hospitalisations		2001 No. of hospitalisations		2002 No. of hospitalisations	
	Absolute no.	per 100 000 women	Absolute no.	per 100 000 women	Absolute no.	per 100 000 women	Absolute no.	per 100 000 women
Other pregnancies ending in abortion	7 173	135.9	7 836	148.6	7 497	142.3	7 872	150.3
Dropsy, at birth and in lying-in-period	1 730	32.8	1 840	34.9	1 942	36.9	2 119	40.5
Other pregnancy-related illnesses	16 534	313.1	16 621	315.2	16 225	307.9	16 799	320.8
Care for mothers suffering birth-related problems	13 988	264.9	13 603	258.0	13 748	260.9	14 352	274.1
Birth complications	4 066	77.0	4 322	82.0	4 394	83.4	4 185	79.9
Natural birth of one child	69 115	1 309.0	69 622	1 320.3	70 662	1 340.9	71 252	1 360.8
Other births	11 253	213.1	13 005	246.6	12 894	244.7	14 173	270.7
Complications connected with birth, NJ	1 073	20.3	1 110	21.0	1 154	21.9	1 191	22.7
Pregnancy, birth and lying-in-period	150 569	2 851.7	152 001	2 882.5	151 515	2 875.1	154 116	2 943.3

Access to affordable and safe contraception

271. Some health insurance companies, depending on their insurance policies, pay for contraceptives up to varying amounts.

Table 75: Number of women using contraceptives prescribed by a doctor

Czech Republic	No. of women using contraception (as at 31.12.)					
	absolute no.			% of women aged 15-49		
	total	of which		total %	of which	
		hormonal	intrauterine		hormonal %	intrauterine %
1999	972 035	781 417	190 618	37.3	30.0	7.3
2000	1 009 402	826 047	183 355	39.0	31.9	7.1
2001	1 084 432	908 285	176 147	42.2	35.3	6.8
2002	1 139 042	970 836	168 206	44.8	38.2	6.6

Source: IHIS CR.

272. Currently, women in the Czech Republic can only be sterilised on health grounds at the written request of the patient. This also applies only to women over 18 with more than one child, women under 35 with four children and women over 35 with three children. The Public Health Care Act (No. 20/1966 Coll.) states that sterilisation may only be performed with the consent or at the request of the person who is to be sterilised, and under the conditions stipulated by the Ministry of Health[83].

The question of sterilisation is addressed in the health care act, which is currently being drafted. This covers sterilisation on health grounds or at the patient's request for other than health grounds, including the sterilisation of men. The draft legislation thus broadens the possibility for sterilisation on other than health grounds. These include social, philosophical and other reasons.

Data on contraceptive use by men and voluntary vasectomies

273. Voluntary vasectomies for men in the Czech Republic are practically non-existent. They are prevented by outdated regulations, which remain in force despite constant debate for their amendment.

274. Data on male contraception can be estimated from the consumption of condoms in the Czech Republic, which is almost half that of countries in Western and Northern Europe. According to research, only 18 % of couples use a condom on their first sexual encounter.

275. Information on women's abuse of sedatives and barbiturates is contained in the following tables (2002):

Table 76: Abuse of sedatives and barbiturates 1999-2003

Psychoactive substance - patients "live" card file"	Age group	1999		2000		2001		2002	
		men	women	men	women	men	women	men	women
Sedatives, Hypnotics – total	0 – 14	3	3	0	1	1	2	0	1
	15 - 19	137	72	39	33	46	52	29	42
	20 - 29	234	172	131	130	217	201	214	300
	30 - 39	162	184	134	162	279	228	271	432
	40 and more	146	263	174	318	300	461	365	638
	Total	682	694	478	644	843	944	879	1413
Barbiturates	0 - 14	1	0	0	0	0	0	0	0
	15 - 19	11	8	11	8	11	15	6	9
	20 - 29	23	24	30	33	65	40	26	32
	30 - 39	20	25	26	24	53	23	20	34
	40 and more	29	44	38	62	41	61	29	66
	Total	84	101	105	127	170	139	81	141

[83] Directive of the Ministry of Health of the Czechoslovak Socialist Republic of 17 December 1971 on sterilisation.

Psychoactive substance - patients "live" card file"	Age group	1999		2000		2001		2002	
		men	women	men	women	men	women	men	women
Benzodiazepins	0 - 14	1	1	0	0	1	2	0	1
	15 - 19	122	52	15	11	16	26	13	21
	20 - 29	179	99	52	59	57	68	87	88
	30 - 39	117	116	63	78	74	101	92	140
	40 and over	64	133	66	147	90	209	119	213
	Total	483	401	196	295	238	406	311	463

Source: IHIS CR.

Table 77: Patients according to use of psychoactive substance in the Czech Republic (see annex).

Article 13

Measures to eliminate discrimination against women in other areas of economic and social life

276. There were no changes during the monitored period in areas under letters b) and c).

The right to family allowances (letter a)

277. Parental contribution - Entitlement belongs to a parent (father or mother of the child) who personally, permanently and properly cares for at least on child up to the age of four (or seven if the child is long-term disabled or severely disabled). The act's original wording made entitlement conditional upon income from gainful employment. If a parent's income exceeded the boundary stipulated by the State Social Support Act, the parent lost the entitlement. The amendment to the State Social Support Act cancels the size of income as a condition for allocation of the parental contribution, and gainful employment is no longer monitored as a condition of entitlement.[84] Parents can alternate in caring for the child and thus also in drawing the benefit[85]. At present, the size of the contribution is a multiple of 1.1 of the amount[86] for the parent's personal needs.

Article 14

Measures to eliminate discrimination against women in rural areas

278. With regard to paragraph 284 below, measures to improve the status of women in areas under specific letters are described in the relevant articles.

279. Woman living in rural areas have *de jure* the same access to rights as women living other parts of the Czech Republic. Nevertheless, the status of women living in rural areas and their opportunities

[84] Act No. 453/2003 Coll., amending Act No. 117/1995 Coll., on State Social Support, as amended.

[85] The amendment to the Act on State Social Support (No. 271/2001 Coll.), which came into effect 30 September 2001, enabled a parent caring for a small child to help improve the family's living standard. Until then, the Act did not award a parental contribution to a parent who was gainfully employed and whose net income from such activity exceeded the amount for personal needs under the Act on the Minimum Living Needs. The amendment increased this limit to 1.5 times the amount for personal needs. A disparity remained between the size of the parental contribution to the parent who cares for the child, and the minium wage or average income.

[86] Under the Act on the Minimum Living Needs (No. 463/1991 Coll.) it is CZK 2 320.

for employment and in employment are, according to available research, deteriorating in practical terms. The situation is connected to the development of rural areas, which are witnessing depopulation and migration to the towns, and to the ageing of the population and the lack of development of a tertiary sphere in the country.

280. The Ministry of Labour and Social Affairs is cooperating on the Human Resources Development programs (PALMIF Fund), one of whose aims is to increase women's employment in the regions. The projects focused generally on people who are difficult to place on the labour market – women with children under 15, people with low qualifications, the disabled, unemployed graduates, the long-term unemployed, members of ethnic minorities, people over 50 etc.

281. In 2001, the Ministry of Agriculture, in conjunction with the Czech Women's Association, organised the Countrywoman conference, and in 2002 the Czech Women's Association held a congress on the subject – Activities of women in the country. Together with the Catholic Women's Union, the Ministry of Agriculture also organised an international seminar on *Women from Small Towns and Communities*. As part of the "ACCESS 99" projects, the Czech Women's Association participated in a twelve-month project called "Activities for women living in the country – Raising countrywomen's awareness of business possibilities – rural tourism, renewal of rural regions". Also participating were the Ministry of Labour and Social Affairs and the Ministry of Agriculture.

282. In 2003, the Ministry of Agriculture organised the seventh international meeting for women working in forestry, this time on the theme of Forestry Economy in the European region of forestry economy. It was a working meeting for women working in state administration for forestry economy. The Swedish international meeting for women working in forestry economy and hunting is another meeting to be prepared with a similar theme. The meeting's material content will be the mutual familiarisation with the question of women's status in this sector.

Article 15

283. There were no changes during the monitored period.

Article 16

Measures to eliminate discrimination against women in all matters concerning marriage and family relations (paragraph 1)

284. There were no changes during the monitored period in areas under letters a), b), c), e), h) and paragraph 2.

Equal rights and obligations throughout marriage and its dissolution (letter c)

285. The chief consequences of the 1998 Act on the Family for divorce rates have been in significantly reducing the length of divorce proceedings. If the parties can prove that they have settled the property relations for the period after the divorce, and the court has already lawfully approved the agreement regulating custody of children, the court will not proceed with further substantiation.

Table 78: Number of divorce petitions and number of divorces granted

No. of divorce petitions	of which granted
1999 – 29610	1999 – 23657
2000 – 34946	2000 – 29704
2001 – 36694	2001 – 31586
2002 – 36665	2002 – 31758

Table 79: Divorce index and gross divorce rate

Period	Medium state	Marriages	Divorces	Divorce index[1)]	Gross divorce rate[2)]
1996-2000	10 294 943	275 571	151 302	54,9	2,9

[1)]Divorces per 100 marriages, [2]) Divorces per 1000 of the population.

Table 80: Divorces by age of women

Year	Total	by age							
		-19	20-24	25-29	30-34	35-39	40-44	45-49	50+
1995	31 135	203	5 849	6 695	5 596	4 577	4 153	2 503	1 559
2000	29 704	49	3 054	7 096	5 733	4 728	3 644	2 944	2 456

Table.81: Divorces according to reason of marriage breakdown

Reason for marriage breakdown	1995	2000
Reason for women		
Total	31 135	29 704
Ill-considered marriage	1 399	667
Alcoholism	225	144
Infidelity	3 277	1 676
Neglect of family, abandonment	574	370
Ill treatment, criminal act	47	25
Difference of character, views and interests	15 550	14 573
Health reasons	165	81
Sexual incompatibility	527	181
Other reasons	3 923	7 903
Court did not ascribe blame	5 448	4 084

Reason for marriage breakdown	1995	2000
Reason for men		
Total	31 135	29 704
Ill-considered marriage	1 385	656
Alcoholism	2 915	1 719
Infidelity	4 002	2 371
Neglect of family, abandonment	2 279	1 569
Ill treatment, criminal act	647	481
Difference of character, views and interests	15 179	13 967
Health reasons	155	85
Sexual incompatibility	514	168
Other reasons	2 905	6 626
Court did not ascribe blame	1 154	2 062

Table 82: Divorces according to duration of marriage – structure

Average years/year	Duration of marriage in years									
	0	1	2	3	4 - 5	6 - 7	8 - 9	10-14	15 - 19	20 +
1995-99	0.8	3.8	5.7	6.6	13.6	12.2	10.2	17.9	12.3	16.9
2000	-	4.3	5.5	6.0	10.6	10.5	10.7	20.8	12.8	18.9

Table 83: Divorce rates for women aged 15-49

Year	Total 15-49	No. of divorces per 1000 married women at age of						
		15-19	20-24	25-29	30-34	35-39	40-44	45-49
1995	19.1	16.4	32.1	26.6	20.6	16.8	13.2	7.7
2000	11.3	16.7	32.5	27.5	22.7	18.2	14.2	9.8

Table 84: Divorces according to age of dependent children – structure

No. of children	1995	2000
1	58.3	58.1
2	36.2	36.8
3	4.7	4.3
4	0.7	0.7
5+	0.2	0.1

Table 85: Family status of men and women in pre-retirement age (% of total number of women/men aged 50-59)

sex/status	single	married	divorced	widowed
Women	3.0%	53.4%	14.2%	10.1%
Men	6.0%	79.2%	12.6%	2.0%

Recalculation to 100% – not determined. Source: CSO, Focus on women, 2001.

Table 86: Family status of men and women in retirement age (% of total number of women/men aged 60-79)

sex/status	single	married	divorced	widowed
women 60 – 64	2.6%	64.4%	10.0%	22.9%
men 60 – 64	4.1%	83.2%	8.1%	4.4%
women 65 – 69	2.3%	53.7%	8.6%	35.2%
men 65 – 69	3.6%	83.0%	5.9%	7.3%
women 70 – 74	2.6%	39.5%	7.7%	50.0%
men 70 – 74	3.3%	79.7%	4.6%	12.2%
women 75 – 79	3.2%	25.3%	6.7%	64.7%
men 75 – 79	3.3%	74.2%	3.6%	18.8%

Recalculation to 100% – not determined. Source: CSO, Focus on women, 2001.

Equal rights and obligations concerning guardianship and the adoption of children, or similar institutions in national legislation (letter f)

Table 87: Number of dependent children

Number of dependent children	mother	father	shared care	other person
1999	15723	892	140	455
2000	17520	1071	174	656
2001	18231	1219	218	519
2002	19978	1399	305	559

Table 88: Number of divorces with children – with numbers of children

No. of divorces with children-minors – with numbers of children	1	2	3+	total
1999	8199	5248	730	14177
2000	11084	7015	968	19067
2001	11940	7586	1023	20549
2002	11756	7667	989	20412

286. In 2002, a specialised section opened in the prison in Světlá nad Sázavou for women prisoners who are mothers of children not yet of age. This is the first section of its type in Czech prisons. It is

intended for convicted women – mothers, who have been imprisoned in prisons with supervision, and their children aged between one and three. In exceptional cases. In the interest of maintaining family relations, this may be extended till the child is aged five. Prison conditions enable mothers to exercise all parental rights.[87]

Equal rights as husbands, including the right to choose the family name, profession or employment (letter g)

287. The Act on Births, Marriages and Deaths Register, Name and Surname (No. 301/2000 Coll.) newly regulates the possibility for women who are members of national minorities to use surnames that do not correspond to the rules of Czech grammar. Women's surnames should be given in the births, marriages and deaths register and in extracts from it in accordance with the rules of Czech grammar. If required by international treaty, it allows women also to insert beside the surname that accords with the rules of Czech grammar the form of the name that does not correspond to Czech grammar. The surname's bearer may only use one of these two forms, which she shall choose in an application lodged in the registration document. At present the only international treaty that allows women to use a name that does not accord with the rules of Czech grammar is the General Convention on the Protection of Members of National Minorities.

[87] Mothers with children have bedrooms with basin, kitchens where they can prepare dairy foods, kitchens where they can prepare children's meals, washing facilities, laundry and a common games room. There is a children's playground with sand pit, swings and climbing frames. Following completion of the second section it will cater for up to 15 women and 30 children.

Table 7: Survey of culprits of the crimes of human trafficking, procurement, kidnap, trafficking with children, bodily harm, blackmail, limiting someone's personal freedom, removing someone's personal freedom, abducting someone abroad and other

2003

Title	Incidents			Detection		Culprit						Prosecuted, investigated persons.				
	Total	Completed investigation [88]	Ongoing investigation [89]	Number	Supplementary	Under the influence	Of which alcohol	Reoffenders	Children	15-18	18-25	Total	Reoffenders	Children	15-18	Women
Intentional bodily harm	6 853	6 356	612	5 694	294	1 370	1 341	2 267	221	337	553	6 222	2 163	242		474
Blackmail	1 835	1 713	168	1 500	39	88	80	706	169	147	305	1 411	525	166	123	92
Restricting and removing someone's personal freedom	521	489	54	401	18	43	37	139	40	26	63	368	99	54	27	26
Tyrannising a ward	137	131	13	130	8	15	14	44	0	1	1	144	40	0	1	53
Rape	646	593	74	494	20	85	80	235	8	18	25	417	179	9	11	2
Sexual abuse in dependency	111	107	4	107	4	5	5	56	0	0	0	78	38	0	0	2
Sexual abuse - other	778	732	58	694	14	24	18	198	106	159	262	622	151	99	161	39
Commercial sexual abuse in dependency	1	1	1	1	0	0	0	1	0	0	0	1	1	0	0	0
Commercial sexual abuse – other	4	2	2	2	0	0	0	0	0	2	2	2	0	1	1	1
Trafficking with women	10	10	1	9	3	0	0	4	0	1	1	19	5	0	1	5
Trafficking with children	1	1	0	1	0	0	0	1	0	0	0	1	1	0	0	0
Kidnap	14	14	0	14	1	2	2	6	1	0	1	18	7	1	0	6

[88] During the statistical period the police authority concluded that under Section 158 of the Criminal Procedure Code, facts detetermined and justified by investigation indicated that a criminal act had been committed and handed the matter for further investigation or to the public prosecutor in abbreviated preparatory proceedings or postponed it under Section 159a (2), (3) or (4) of the Criminal Procedure Code.

[89] All facts of the case, irrespective of the statistical period, where the police authority investigates under Section 158 of the Criminal Procedure Code.

2002

Title	Incidents	Detection			Culprit					Prosecuted, investigated persons			
		Number	i.e.. %	Supplementary	Alcohol	Reoffenders	Children	Juveniles	Youth	Total	Reoffenders	Children	Juveniles
Intentional bodily harm	7 321	6 034	82.42	25	1 331	2 113	231	313	534	6 201	1 954	250	307
Blackmail	2 093	1 720	82.18	13	90	660	258	197	446	1 529	506	236	155
Limiting and removing someone's personal freedom	569	421	73.99	6	43	114	84	40	117	351	67	70	38
Tyrannising a ward	194	167	86.08	0	14	45	0	0	0	171	41	0	0
Rape	653	503	77.03	13	79	235	18	17	32	422	181	19	15
Sexual abuse in dependency	117	108	92.31	0	3	44	0	1	1	74	30	0	0
Sexual abuse – other	894	803	89.82	0	32	198	91	182	270	678	157	81	164
Commercial sexual abuse in dependency	1	0	0.00	0	0	0	0	0	0	0	0	0	0
Commercial sexual abuse – other	7	7	100.00	0	0	2	1	3	4	7	2	1	2
Procurement	116	101	87.07	0	1	59	2	7	9	107	40	1	4
Trafficking with women	15	10	66.67	0	0	8	0	0	0	12	7	0	0
Trafficking with children	1	1	100.00	0	0	0	0	0	0	1	0	0	0
Kidnap	23	17	73.91	0	1	5	2	0	2	14	4	2	0

2001

Title	Incidents	Detection			Culprit					Prosecuted, investigated persons			
		Number	i.e. %	Supplementary	Alcohol	Reoffenders	Children	Juveniles	Youth	Total	Reoffenders	Children	Juveniles
Intentional bodily harm	7 065	6 347	89.84	27	1 420	1 804	283	344	621	6 310	1 624	276	339
Blackmail	1 908	1 707	89.47	8	72	564	399	173	556	1 447	394	275	160
Limiting and removing someone's personal freedom	718	604	84.12	5	42	135	131	67	193	486	79	114	50
Tyrannising a ward	138	138	100.00	1	9	45	0	1	1	132	40	0	1
Rape	562	464	82.56	8	77	206	5	16	20	407	154	7	14
Sexual abuse in dependency	101	101	100.00	0	2	19	0	2	2	75	12	0	1

Title	Incidents	Detection			Culprit					Prosecuted, investigated persons			
		Number	i.e. %	Supplementary	Alcohol	Reoffenders	Children	Juveniles	Youth	Total	Reoffenders	Children	Juvenilesi
Sexual abuse- other	812	767	94.46	2	22	206	130	142	268	608	146	121	122
Commercial sexual abuse in dependency	0	0	0.00	0	0	0	0	0	0	0	0	0	0
Commercial sexual abuse – other	2	1	50.00	0	0	0	0	0	0	1	0	0	0
Procurement	150	146	97.33	0	0	47	0	4	4	133	38	0	3
Trafficking with women	27	25	92.59	0	0	10	0	0	0	26	10	0	0
Trafficking with children	0	0	0.00	0	0	0	0	0	0	0	0	0	0
Kidnap	16	16	100.00	0	1	9	0	0	0	12	6	0	0

2000

Title	Incidents	Detection			Culprit					Prosecuted, investigated persons			
		Number	i.e. %	Supplementary	Alcohol	Reoffenders	Children	Juveniles	Youth	Total	Reoffenders	Children	Juveniles
Intentional bodily harm	7 194	6 466	89.88	37	1 308	1 693	264	350	612	6 445	1 536	276	330
Blackmail	1 979	1 731	87.47	14	89	555	340	183	515	1 499	388	258	115
Limiting and removing someone's personal freedom	596	482	80.87	10	61	120	59	17	75	410	76	80	18
Tyrannising a ward	148	146	98.65	0	12	31	0	2	2	141	25	0	1
Rape	500	408	81.60	8	63	153	15	20	34	360	122	20	23
Sexual abuse in dependency	141	140	99.29	0	9	46	0	0	0	91	28	0	0
Sexual abuse – other	799	748	93.62	3	21	196	122	161	281	610	141	89	142
Procurement	130	129	99.23	0	1	43	6	6	12	163	34	0	4
Trafficking with women	13	13	100.00	0	0	7	0	0	0	22	6	0	0
Trafficking with children	1	0	0.00	0	0	0	0	0	0	0	0	0	0
Kidnap	21	21	100.00	0	1	4	1	0	1	19	4	1	0

Table 21: Pupils at different types of school: total / girls / percentage of girls; daily study and other forms of study

	2002/03			2001/02			2000/01			1999/2000		
	girls	total	%	girls	total	%	girls	total	%	girls	total	%
ZŠ	501 385	1 037 372	48.33%	518 468	1 071 854	48.37%	533 548	1 102 057	48.41%	541 463	1 117 957	48.43%
G total	85 309	142 069	60.05%	82 576	137 752	59.95%	82 284	138 042	59.61%	75 559	127 738	59.15%
G 4years*	34 719	52 899	65.63%	33 737	51 772	65.16%	32 413	50 349	64.38%	24 729	38 801	63.73%
G 8years*	43 009	76 790	56.01%	39 795	71 074	55.99%	36 442	65 023	56.04%	32 413	57 792	56.09%
SOŠ, praktical schools	123 311	216 687	56.91%	122 745	213 963	57.37%	125 297	218 257	57.41%	106 990	185 331	57.73%
of which conservatories	2 035	3 432	59.29%	2 038	3 363	60.60%	124 869	215 623	57.91%	2 020	3 394	59.52%
SOU, OU, U	75 373	212 426	35.48%	76 438	213 195	35.85%	73 494	205 721	35.73%	73 051	200 619	36.41%
VOŠ	18 666	27 584	67.67%	18 461	26 680	69.19%	18 490	26 605	69.50%	21 413	31 073	68.91%

*Only daily study.

Table 77: Patients according to used psychoactive substances in the Czech Republic

		Age group										Total		Drugs		Intoxication	Somatic	
Psychoactive substance -	Year	0 - 14		15 - 19		20 - 29		30 - 39		40 and over				applied by injection		poruchy	and psych.	Dependancy
- patientsi "live card file"		men	women	men	women	men	women	men	women	men	women	men	women	men	women	chování	harm	
		Legal psychoactive substances																
ALCOHOL	1999	9	4	306	92	3 285	964	6 037	2 431	9 446	3 520	19 083	7 011			3 560	4 530	18 004
	2000	5	2	344	95	3 377	1 072	5 803	2 335	10 033	3 955	19 562	7 459			3 166	4 692	19 163
	2001	22	9	350	152	3 479	1 247	6 327	2 945	9 958	4 093	20 136	8 446			2 773	4 048	21 761
	2002	9	6	242	76	2 817	961	5 822	2 301	9 297	3 869	18 187	7 213			2 511	3 703	19 186
TOBACCO	1999	0	0	168	73	330	197	302	262	284	285	1 084	817			33	331	1 537
	2000	17	13	64	38	185	134	206	175	281	164	753	524			7	221	1 049
	2001	17	5	66	37	455	98	183	148	188	126	909	414			13	203	1 107
	2002	3	1	61	19	184	125	246	178	402	314	896	637			9	155	1 369
		Illegal psychoactive substances																
OPIATES AND OPIOIDES - total	1999	4	1	582	331	1 021	409	165	69	39	45	1 811	855	906	363	629	302	1 735
	2000	0	1	477	258	1 752	729	386	74	99	39	2 714	1 101	1 818	753	512	327	2 976
	2001	3	1	411	259	2 050	759	465	173	133	82	3 062	1 274	1 862	815	351	985	3 000
	2002	4	2	319	214	1 828	828	471	112	175	76	2 797	1 232	1 271	596	297	242	3 490
heroin from opiates and opioides	1999	1	1	346	201	860	344	93	30	15	11	1 315	587	847	340	515	195	1 192
	2000	0	0	380	195	1 528	645	300	51	65	12	2 273	903	1 435	693	380	256	2 540
	2001	3	1	291	172	1 792	635	358	116	80	16	2 524	940	1 715	763	231	822	2 411
	2002	0	0	236	164	1 470	733	339	80	123	26	2 168	1 003	1 130	547	165	159	2 847

Psychoactive substance - - patientsi "live card file"	Year	Age group 0 - 14 men	0 - 14 women	15 - 19 men	15 - 19 women	20 - 29 men	20 - 29 women	30 - 39 men	30 - 39 women	40 and over men	40 and over women	Total men	Total women	Drugs applied by injection men	Drugs applied by injection women	Intoxication poruchy chování	Somatic and psych. harm	Dependancy
SEDATIVES AND HYPNOTICS – total	1999	3	3	137	72	234	172	162	184	146	263	682	694	6	7	533	163	680
	2000	0	1	39	33	131	130	134	162	174	318	478	644	10	7	281	197	644
	2001	1	2	46	52	217	201	279	228	300	461	843	944	8	2	297	309	1 181
	2002	0	1	29	42	214	300	271	432	365	638	879	1 413	16	10	485	615	1 192
STIMULANTS – total	1999	5	2	474	366	938	619	178	50	14	15	1 609	1 052	703	373	570	333	1 758
	2000	3	3	435	310	1 338	536	383	75	57	29	2 216	953	1 281	552	644	393	2 132
	2001	4	1	351	251	1 659	528	437	110	60	14	2 511	904	1 596	531	414	806	2 195
	2002	5	6	312	233	1 351	607	400	103	157	11	2 225	960	1 129	393	407	331	2 447
metamphetamines from stimulants	1999	5	2	408	325	786	569	147	42	9	5	1 355	943	607	336	510	248	1 540
	2000	1	1	319	260	1 200	459	342	56	47	10	1 909	786	1 154	516	511	333	1 851
	2001	3	1	244	194	1 322	429	376	87	54	8	1 999	719	1 279	459	299	731	1 688
	2002	4	3	253	182	1 155	518	364	86	149	5	1 925	794	1 065	358	327	282	2 110
HALUCINOGENICS	1999	3	0	46	20	48	12	4	0	3	0	104	32	1	2	70	21	45
	2000	1	0	66	33	96	33	12	0	3	0	178	66	3	0	97	38	109
	2001	0	0	42	23	82	24	10	0	1	0	135	47	0	0	55	17	110
	2002	1	2	55	25	78	44	7	13	7	0	148	84	0	0	62	35	135
SOLVENTS	1999	16	2	104	27	68	13	24	1	8	0	220	43	1	0	144	41	78
	2000	11	1	103	15	100	9	24	1	14	2	252	28	0	0	139	44	97
	2001	18	6	74	14	132	34	23	0	9	0	256	54	1	0	87	43	180
	2002	10	4	73	8	123	8	23	0	12	0	241	20	0	0	76	35	150
ILLEGAL DRUGS - total	1999	69	31	2 027	1 128	3 229	1 573	809	437	299	385	6 433	3 554	1 815	821	3 232	1 178	5 577
	2000	39	23	1 840	941	4 402	1 750	1 148	378	429	473	7 858	3 565	3 402	1 433	2 598	1 424	7 401
	2001	65	26	1 509	929	5 255	1 893	1 521	602	626	624	8 976	4 074	3 809	1 498	1 946	2 525	8 579
	2002	47	35	1 528	901	5 096	2 318	1 724	824	930	800	9 325	4 878	2 810	1 173	2 162	1 615	10 426
Total no. of patients in "live card file"	1999	78	35	2 501	1 293	6 844	2 734	7 148	3 130	10 029	4 190	26 600	11 382	1 815	821	6 825	6 039	25 118
	2000	61	38	2 248	1 074	7 964	2 956	7 157	2 888	10 743	4 592	28 173	11 548	3 402	1 433	5 771	6 337	27 613
	2001	104	40	1 925	1 118	9 189	3 238	8 031	3 695	10 772	4 843	30 021	12 934	3 809	1 498	4 732	6 776	31 447
	2002	59	42	1 831	996	8 097	3 404	7 792	3 303	10 629	4 983	28 408	12 728	2 810	1 173	4 682	5 473	30 981
Total no. of patients in "quiet card file"	1999											66 671	21 122					
	2000											71 460	22 157					
	2001											73 514	26 711					
	2002											73 913	25 501					